

THE TIMES 1785-1985 Tomorrow

Tall storeys 100 years of the skyscraper

On the catwalk The model life of Marie Helvin

Legal eagles Full results of this term's bar examinations

Sticky wicket? Bob Willis named assistant manager for England's tour

Portfolio

Today's Times Portfolio competition prize is £4,000, double the usual amount because no-one won yesterday. On Saturday £22,000 can be won - £20,000 in the weekly competition and £2,000 in the daily

Famine aid cheer for Geldof

Bob Geldof, initiator of the Band Aid and Live Aid famine relief ventures, visited Mali on the first full day of his tour of drought-stricken African countries, to be told that Mali at least has overcome its food crisis

Weinberger hits at 'Mad suicide'

Dr Caspar Weinberger, the US Defence Secretary, attacked the concept of "mutual assured destruction" as a mutual suicide pact, and said Star Wars was a far safer deterrent

Ashley verdict

Laura Ashley, the fashion designer, died accidentally from head injuries after she fell down a dark stairwell, a Coventry inquest decided

Garter honour

The Duke of Kent, who was 50 yesterday, has been made a knight of the Garter. He will be the third royal knight, joining the Duke of Edinburgh and the Prince of Wales.

City surprise

Leading merchant banks are astonished by the Takeover Panel's proposal to bar them from dealing in the shares of companies they are advising during a takeover battle

No joint Games

North Korea's request to stage the 1988 Olympic Games with South Korea was rejected by the International Olympic Committee in Lausanne

Key people

The success of a business depends more than ever before on the quality of the people it employs, says Barry Currow, managing director of management consultants HAY-MSL, in an introduction to today's eight-page general appointments section

Leader page, 15 Letters: On riots, from Sir Geoffrey Jackson, and others; Unesco, from Mr Timothy Raison, MP

Leading articles: Chancellor's speech; Unesco features, pages 12, 14

Finding the money for job training: Bernard Levin's advice to the Tories. Spectrum: a profile of Norman Tebbit

Books, pages 12 and 13

Hugh Barnes reviews Heinrich Böll, Jan Morris, and other fiction of the week; Peter Jones on Bernard Levin

Obituary, page 16

Signor Riccardo Bacchelli, Sir William Reid

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Jobs being created at rising rate ministers believe

The number of jobs being created will soon outstrip those entering the labour market, leading to a cut in the record level of unemployment, ministers believe.

An all-out government onslaught against drug dealers was announced. Under new laws, dealers' assets will be seized and drug trade financiers face 14-year jail sentences.

Mr Kenneth Baker promised a Bill to force councils to fix rates by a specific date to curb political manoeuvring by the Labour Party. (Page 4)

By David Felton, Labour Correspondent

mark the biggest transformation this century in the way young people are prepared for work.

The Department of Employment is working on the basis that the labour force will grow by about 200,000 a year for the next four years, compared with last year's increase of 500,000. The Government says that 380,000 jobs were created last year and hopes that that trend will continue.

Lawson forecasts, inflation below 4%

Mr Nigel Lawson, Chancellor of the Exchequer, said that he expected inflation to be below 4 per cent by the second quarter of next year, a marginally lower level than he had previously forecast.

He promised the conference that there would be no return to the cruel and divisive fraud of inflation, the defeat of which could never be taken for granted.

Mr Lawson, speaking with force and confidence achieved the standing ovation which eluded him after a poor speech a year ago. It had become a prime objective not only for reasons of self-esteem but as proof of the party's continuing acceptance of the government's economic strategy.

Lord Young is expected to tell conference that, while the number of jobs being created is not yet enough to outstrip the growth in the labour force all the signs point toward a move in the right direction.

Rate reform delay until after poll

By Our Political Reporter

The Government's long-heralded reform of the rating system will now not take place before the next General Election.

A debate at the Conservative party conference at Blackpool yesterday again demonstrated dissatisfaction with the present system, but there was no agreement on what to put in its place and ministers conceded that even if legislation was passed by the next election it could not be implemented before then.

Legislation in the present parliament has not been ruled out although, as Mr Kenneth Baker, Secretary of State for the Environment, said after the debate, whether it was introduced could depend on the timing of the poll.

What seems more likely is that the Government will instead publish a draft bill spelling out its precise reform proposals.

The Cabinet is currently discussing Mr Baker's reform proposals and he appeared confident yesterday that it would reach agreement on a preferred solution to be published at the end of the year.

Tebbit plea for party loyalty

By Julian Haviland, Political Editor

Mr Norman Tebbit, chairman of the Conservative Party, appealed yesterday to the Government's critics within the party to show it more loyalty.

Replying to a debate at the party conference, in which ministers were criticised for poor presentation of their policies, Mr Tebbit was loudly applauded when he said that the Conservatives could once claim to have the ultimate secret weapon, loyalty.

Lucan proposed suicide pact with wife, claims diary

By Michael Horsnell and Robin Young

A secret diary kept by Mrs Christabel Boyce, whose husband was convicted yesterday of her manslaughter, has yielded evidence that Lord Lucan proposed a suicide pact with his wife minutes after beating the family's nanny, Sandra Rivett, to death in November 1974.

Mrs Boyce was also a nanny to the late Lord Lucan, with whom she stayed in close contact after Miss Rivett's murder. She returned as nanny for two months after Lord Lucan disappeared.

Her locked black diary, being studied by detectives continuing the eleven-year-old search for the missing peer, came to light as a result of Mrs Boyce's own death at the hands of her husband, Nicholas Boyce.

The police working on the Lucan case said yesterday that the diary, which recounts what Mrs Boyce was told by Lady



Mr Edward Heath, the former Prime Minister, listening to a conference debate (Photograph: Warren Harrison).

IRA man wins murder appeal

From Our Belfast Correspondent

Three Northern Ireland appeal court judges yesterday quashed the conviction of Mr Dominic McGlinchey, aged 32, once Ireland's most hunted fugitive, for the murder of a policeman's mother more than eight years ago.

Mr McGlinchey, the alleged leader of the Irish National Liberation Army, was the first terrorist suspect ever to be extradited from the Irish Republic to Northern Ireland, after his arrest at Newmarket-on-Fergus in Co. Clare, on St Patrick's Day last year. He was sentenced to life imprisonment on Christmas Eve.

Under the terms of his extradition the United Kingdom authorities were limited to trying him only on the one case, the murder of Mrs Hester McMillan, aged 63, postmistress of Toomebridge, Co. Antrim, in March, 1977.

The judges, sitting in Belfast, under Lord Justice Gibson, ruled that Mr McGlinchey should remain in custody for 48 hours to allow Crown lawyers to prepare their application to appeal to the House of Lords.

The application will be heard by the same judges tomorrow.

If the application is refused, the authorities will have no option but to let Mr McGlinchey go free, although he was reported by a Dublin magazine to which he gave a clandestine interview while he was on the run to have admitted involvement in more than 20 murders.

Lord Justice Gibson dealt yesterday with the two central points of the Crown's case against Mr McGlinchey, a motor mechanic from Bellahy, Co. Derry.

These were the admissibility of evidence obtained from a search of his car and the admissibility of evidence obtained from a search of his car.

NUT wins 79% vote for half-day school strikes

By Lucy Hodges, Education Correspondent

The National Union of Teachers yesterday won a 79 per cent majority in its latest ballot for strike action. The vote was announced by the local authority employers linked to their latest offer.

Unless there is a settlement to the dispute, half-day strikes will now take place every month this term and will involve all NUT members in every school and local education authority. In its last strike ballot the union won a majority of 76 per cent.

Husband jailed

Nicholas Boyce, who admitted strangling his wife, Christabel, was cleared at the Central Criminal Court yesterday of murder but found guilty of manslaughter and jailed for six years.

A two-year sentence for perverting the course of justice by dismembering and concealing the body is to run concurrently.

Report, page 3

Lucan in a long telephone call and a series of conversations after Miss Rivett's death, strengthens the theory that the man they have been seeking for so long may have committed suicide on the night of the murder.

It was already known that Lord Lucan called at a chemist on the day of the murder to inquire about the efficacy of some pills he claimed to have discovered.

He had also previously pled his distraught wife with drugs and sleeping pills on vain attempts to have her confined in a psychiatric hospital.

Hijack ends with report of hostage thrown overboard

From Robert Fisk, Port Said

The hostage odyssey of the Italian cruise liner Achille Lauro came to a sudden, dramatic and confusing end last night when the Palestinian hijackers surrendered almost without warning to the Egyptian authorities. They were taken, waving from the bridge of a blue-funnelled tugboat, into Port Said by the Egyptian Navy.

Mr Yasser Arafat's Palestine Liberation Organization, which first announced the gunmen's surrender from its headquarters in Tunis, appears to have played a crucial role in bringing about the conclusion to a crisis which involved the governments of three European nations, the United States, Syria and Egypt.

But in Rome Signor Bettino Craxi, the Italian Prime Minister, said an American hostage, Mr Leon Kunghoffer, had "apparently" been killed by the hijackers, who threw him into the sea.

Signor Craxi, reporting on a conversation he had had with the ship's captain, said nobody witnessed the killing and the body had not been recovered.

"Unfortunately I have to give you mournful news. In the course of this aggression an American citizen was killed," Signor Craxi told a news conference. "The captain of the ship told me this a few moments ago, when I spoke with him."

As the hijackers stepped ashore after dark at gate 30 in the Egyptian naval dock at Port Said, it was still unclear whether they were members of an anti-Arafat faction of the PLO or were operating as freelance gunmen, in an attempt to embarrass Mr Arafat's Arab enemies as well as the PLO leader himself.

In the last hours before the surrender the gunmen - now believed to have numbered only four - concluded a secret agreement with a mysterious negotiator in Port Said by passing messages to and from a fishing boat which rendezvoused with the Italian liner 15 miles off the Egyptian coast. Repeatedly the gunmen demanded to speak to Abu Khaled, the nom de guerre of a Palestinian who at one stage was broadcasting to the hijackers from the offices of the Suez Canal Authority in Port Said.

The liner was at first reported to be heading towards the mouth of the Suez Canal to land its 119 newly liberated passengers and more than 350 crew, among whom are at least six British women, in Port Said. But later the vessel's agents said the ship would steam to the Israeli port of Ashdod instead, at the request of the owners.

The surrender, apparently without any preconditions and with none of the hijackers' demands met, came after a day in which the gunmen had continued their demands for the release of 50 Palestinian prisoners in Israel.

Three gunmen, who identified themselves by the names of Omar, Majid and Manoufi, shouted on several occasions: "We want the ambassadors, we want Abu Khaled". There were reports in Port Said at one point that the ambassadors of the United States, West Germany and Italy were on their way, but in the end it was the secret message exchange with Abu Khaled, which possibly involved immunity for the hijackers that brought about the surrender.

Repeating to a question from the Egyptians about the health of the passengers and crew, Omar appeared to deny his own claim on Tuesday that two American passengers had been murdered. "We are very well", he broadcast. "Morale is very high and the passengers are very well."

The captain has sent a message with one of the fishing boats. I want a special sign that he (Abu Khaled) is the one sending the letter." Shortly afterwards Abu Khaled replied: "There is a man on his way to you with a special sign."

It was not long after this that first word of the surrender reached Port Said. At 10 minutes past five in the afternoon an Egyptian gunboat, steamed out of the roads into the mouth of the waterway, smoke stack bleaching, its gun crew leaning on its forward gun. Twenty minutes later a slower moving naval cutter passed into the canal.

It was a small crowd of Egyptians at the canal entrance rather than the television camera crews which first spotted the tugboat. "Fedayeen, Fedayeen. Allahu Akbar" - "The guerrillas, the guerrillas. God is Great"

Expansion call by UK

West Germany and Japan should expand demand to support World economic growth, Mr Ian Stewart, Economic Secretary at the Treasury, told the annual meetings of the International Monetary Fund and World Bank yesterday.

Mr Stewart, who delivered the speech to the meetings in the absence of the Chancellor, supported the American plan for dealing with the international debt problem, but said UK banking regulations need not be changed to stimulate lending to the Third World.

He said protectionism was "the major and most immediate danger to the world economy" and more progress was urgently needed in the talks within the General Agreement on Tariffs and Trade.

Lawson criticized, page 19

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Kinnock censures Grant for blaming police over rioting in Tottenham

By Richard Evans, Lobby Reporter

Mr Neil Kinnock and Mr Roy Hattersley yesterday publicly disowned and deplored the remarks of Mr Bernie Grant, leader of Haringey Borough Council in north London and a Labour prospective parliamentary candidate who blamed police for the Tottenham riot. But in spite of the Labour leadership's anger, it was made clear last night that no attempt will be made to reconsider the choice of Mr Grant for the Tottenham constituency, held by Labour with a majority of more than 9,000.

Rates threat could lead to High Court

By Colin Hughes, Local Government Correspondent

Labour councillors in Haringey will face the High Court, under risk of receivership, surcharge and ultimate disqualification from office, if they carry out their threat to withhold rates due to the Metropolitan Police.

The 36 members of the Labour group, with one dissenter, have decided they will agree to pay the borough's next £373,342 monthly rate precept to the police only when four conditions are satisfied.

Mr Bernie Grant, Labour leader of Haringey, has called a special full council meeting for next Monday to approve the move. The Labour group is demanding that the police release full details about the death of Mrs Cynthia Jarrett, who collapsed with a heart attack while police were raiding her home to question her son.

Boy aged 14 accused of having bomb

A boy aged 14 from Hackney, east London, accused of possessing a petrol bomb with intent to endanger life during the Tottenham rioting, was refused bail by a Tottenham juvenile court yesterday.

Mrs A. M. Lennox, the magistrate, ordered that the boy be placed in the care of Hackney council until his next appearance in a week's time.

The boy was charged after consultations with the Director of Public Prosecutions. An

adult charged with a similar offence could be sentenced to life imprisonment.

The boy was on bail, accused of burglary, when the alleged offence was committed. His mother accompanied him during his court appearance yesterday.

Police objected to bail. Commitment to the Central Criminal Court for trial is expected in three weeks.

A community worker was among 14 people appearing at Camberwell Magistrates' Court

for a very long time but there can be absolutely no acceptable reason for brutal murder.

Meanwhile, demands for tougher action against rioters from the right wing of the Conservative Party are growing. Last night Mr Nicholas Winter, MP for Macclesfield, said the restoration of the death penalty was no longer an option, but was essential.

Mr Winter, who referred to the attempts to despoil the policeman murdered in Tottenham, said the death penalty should be reintroduced for those who perpetrated such "vile and cowardly acts" and for political agitators who could be proved to have incited murderers.

"The time has come when Parliament must wake up and accept that there are those who, unless deterred by the threat of death themselves, will flout our laws, undermine our society and pour scorn on every fundamental principle of justice, decency and tolerance upon which civilisations are based," he said.

The West Indian Standing Conference, has written to Sir Kenneth Newman, the Metropolitan Police Commissioner, seeking an urgent meeting to discuss difficulties "between our community and the police".

Mr Derick Eacott, the borough treasurer, is banned from acting illegally and would have to attempt payment of the monthly precept instalment (if the council decides to withhold it) to the police only when four conditions are satisfied.

On Monday, the Labour group would then need to strip Mr Eacott of responsibility for the payment, taking it into their own hands. The Metropolitan Police Receiver, Mr Alec Gordon-Brown, would then obtain a mandatory order for the levy.

If Haringey still refused to pay, Mr Gordon-Brown could go to the High Court for an order of mandamus which, if not complied with, would leave the councillors in contempt. The court could then send in receivers for the interest on the unpaid amount.



Mrs Cherry Groce, whose shooting by a police inspector sparked off the Brixton riots two weeks ago, being interviewed in hospital yesterday by Mr John Domaille, the West Yorkshire assistant chief constable, who is investigating the incident.

Mr Domaille met Mrs Groce for the first time, after her lawyer warned that she would bring a private prosecution

against the officer involved in the shooting if he is not charged after the inquiry.

Mr Paul Boateng, who is also chairman of the GLC's police committee, said Mrs Groce wanted a London jury to decide the culpability of Inspector Douglas Lovecock, aged 42, who is under suspension from the force.

Mrs Groce, aged 37, who is likely to be paralysed for life, would also seek compensation from the Metropolitan Police, Mr Boateng said.

Mr Domaille said he had been well received by Mrs Groce at her St Thomas's Hospital bedside. "She was relaxed and she obviously wanted to tell me what had happened. She did not feel bitter about it," he said.

Far left exerts little influence in riot areas

By Richard Dowden and Rupert Morris

"I was in Toxteth. Hands-worth, Brixton," said the fierce young Irishman from Mullingar with a sheaf of the *News Line* under his arm. He also said he had once been in the IRA, but he was finding it hard going on the Broadwater Farm Estate in Tottenham yesterday.

He, and two other members of the Workers Revolutionary Party admitted they had never been there before and had only been to the other places after the riots. Several young blacks wanted them out of the Youth Association building, where they were trying to sell copies of their paper, but an older woman tried to persuade them that although the WRP trio were white and outsiders, they were harmless.

Sir Kenneth Newman, the Metropolitan Police Commissioner, said earlier this week that there were anarchists and Trotskyists in the area before the riot. A police spokesman said yesterday that there were also people present at the Broadwater Farm riots who had been seen at Brixton and Handsworth. Yet, so far, the police have not arrested anyone from outside the area.

disaffected young blacks in the area. Mr Brian Salinger, a Conservative member of the council, said: "The far left do not need to hold meetings; the Council does it for them. The far left have infiltrated the Labour Party in this area."

Of the established Marxist or Trotskyist far left groups, only the Revolutionary Communist Party and the Spartacist League seem likely to have played any significant part in the recent riots in Handsworth, Brixton and Tottenham.

The Revolutionary Communist Party is a coherent organization publishing a weekly newspaper, *The Next Step*, and which has spawned Workers Against Racism, a body which attracts wider support. Its members were identified by police at a meeting of the Community Police Consultative Committee in Brixton last week, and recently in Tottenham.

The RCP disclaims any responsibility for the riots, and does not specifically incite violence. Yet it calls itself a "fighting organization", defending "the right of black people to fight back against the police".

Less numerous and less significant is the Spartacist League, which publishes the monthly *Workers Hammer*. This is an offshoot of the Workers Revolutionary Party.

The Spartacists call "mobilising whatever resources possible in organizing mass protest against the police occupation". The remainder of Britain's leading Trotskyist groups, such as the Socialist Workers Party, the Workers Revolutionary Party distance themselves from the rioters while simultaneously denouncing the police and the "Fascist" or "bourgeois" state.

Operating in a totally different way are the anarchists, particularly those identified with *Class War*, a periodical. A further possible influence on events in Brixton and Tottenham is the network of black activists which came together in the aftermath of the Terry May case, in which a crippled white youth was murdered by a gang of black youths in Thornton Heath, south-east London, in June 1981, against a background of racist attacks on black people in the area.

Letters, page 15

Rebel pit union to present pay claim

By David Felton
Labour Correspondent

Leaders of the breakaway Nottinghamshire miners are formally to present their pay claim to the National Coal Board on Tuesday, the same day mining unions are expecting to be told by management that there will be no national pay deal this year.

Nottinghamshire leaders are tomorrow due to have the latest in a series of unofficial meetings with the board to discuss a pay claim based on a flat-rate increase linked to the introduction of a shorter working week and longer holidays.

The talks are part of the quickening campaign on the ballot due on Friday next week when Nottinghamshire miners vote on leaving the National Union of Mineworkers and joining a Union of Democratic Mineworkers. A new element entered the campaign with the delivery to some miners' homes of a circular from the NUM's Sheffield headquarters warning that the board would "relentlessly" pursue a closure programme in the area.

The circular argued that, as the area would not be immune from closures, miners ought to retain their membership of the NUM. Mr David Prendergast, the NUM's area president, accused the NUM of "scare tactics".

A meeting yesterday of the area executive heard optimistic local reports that the new union would get backing in the ballot. The unions nationally are asking for a substantial pay rise with shorter hours and longer holidays. The unions met the board in London yesterday and set out new proposals to break the deadlock on the composition of a proposed appeals body to consider disputed pit closures.

Details of the new proposals, thought to have been drawn up by the pit deputies' union Nacods, were not revealed.

Lawyer charged with deception

Kenneth Emmanuel, aged 38, a solicitor of Headstone Lane, Harrow, north-west London, appeared before Bow Street magistrates yesterday on two charges of obtaining a total of £37,000 by deception from Andre Kreidl last July.

Mr Emmanuel, aged 27, of Park Lane, Mayfair, was charged with stealing £166,000 and obtaining £37,000, and his cousin Kassim Emmanuel, aged 29, of the same address, with attempting to obtain £203,000 by deception and obtaining £3,000 by deception from the Standard Chartered Bank. Mr Emmanuel and Mr Ali Hamoud were remanded until November 6, Mr Emmanuel on £5,000 bail. Mr Kassim Hamoud was remanded in custody until October 16.

Hopes rise for printing plant

Hopes of rescuing the Thomson Withy Grove printing plant in Manchester rose yesterday with the removal of one of the stumbling blocks to an agreement. Earlier this month Mr Robert Maxwell, the publisher, blamed an electrician's pay rise for the collapse of his attempt to buy the plant. But after talks yesterday with the electricians' union, he said the rise was no longer a factor in the dispute between his company, BNPC, and Thomson Withy Grove.

Union wins oil rig recognition

The technicians' union ASTMS has secured recognition rights for some workers on five Shell and Esso offshore rigs after ballots. The industry has been seen as a bastion of private enterprise where unions have not been welcome.

The Times overseas selling prices: Australia \$20.00; Canada \$20.00; Europe £10.00; Hong Kong \$20.00; India \$20.00; Japan \$20.00; New Zealand \$20.00; North America \$20.00; South America \$20.00; South Africa \$20.00; Sweden \$20.00; Switzerland \$20.00; Taiwan \$20.00; Thailand \$20.00; USA \$20.00; USSR \$20.00; Yugoslavia \$20.00.

Industry's tribute to Duffy

By David Felton
Labour Correspondent

Both sides of industry came together yesterday to pay their last respects to Mr Terence Duffy, president of the Amalgamated Union of Engineering Workers (AUEW), who died last week after a long illness.

The Roman Catholic church of St Mary and St John, Snowhill, in Wolverhampton was packed by more than 500 mourners at the funeral of Mr Duffy, who took over the leadership of Britain's second biggest union in 1978.

Those present included Mr Roy Hattersley, shadow Chancellor and Mr John Prescott, Opposition employment spokesman, representing the Labour Party, as well as Sir Michael Edwards, the former chairman of BL, who met regularly with Mr Duffy during the company's restructuring. The funeral was attended by all the most senior members of the TUC general council across a broad political spectrum.

Mr Herman Rabbah, secretary-general of the International Metal Workers' Federation, of which the AUEW is a leading member, told the congregation: "He was straight, he was direct, and he was sincere. He spoke the same language to his members as he spoke to the management. He was a son of the working class who never forgot his roots."

Vauxhall peace talks today

Vauxhall management meet union representatives today over a dispute which yesterday halted car production for the third day running at Luton and brought the Bedford van plant to a standstill.

At Austin Rover, the company said that next month it would shut down 14 factories for a week and lay off 27,000 workers because they are building too many cars.

Scilly isle to export rubbish

The Isles of Scilly council has decided to ship household refuse to the mainland rather than despoil a famous beauty area on St Mary's, the largest island.

Residents face a 6 per cent rates rise to cover the cost of shipping the rubbish to a Cornwall county council dump, after the existing tip threatened to pollute the island's water supply.

200 heads vote for 'graffiti' strike

From Peter Davenport, Manchester

Head teachers at more than two hundred schools in Manchester yesterday voted for strike action in the dispute over the boys who wrote obscene graffiti.

The teachers all belong to the National Association of Head Teachers and it is the first time members of that organization have voted for a stoppage.

"It is an indication of just how very concerned our members are about the implications of this dispute, not only for schools in Manchester but elsewhere," Mr Des Murphy, the association's general secretary in Manchester, said.

Of the head teachers balloted, 85 per cent voted for strike action and most of those said that it should take place for more than one day. The head teachers' vote is the latest development after the expulsion of five teenage boys from Poundswick High School, Wythenshawe, for writing on walls slogans, many of them obscene, referring to teachers and their wives.

Universities forced to cut courses and sell buildings

By Ronald Faux

Scottish universities under pressure to cut costs to keep within the Government's reduced grant levels, are being forced to take emergency measures in their efforts to maintain a broad academic programme.

St Andrews in Fife has drawn up proposals to close the university's music department and archaeology museum and to sell its botanic gardens, the cuts at St Andrews could mean the loss of 35 academic posts and 40 support staff.

Aberdeen University plans to sell five of its properties to raise £500,000 needed to refurbish and maintain other buildings. At Strathclyde University in Glasgow the authorities are looking at ways to meet their share of the £12 million project to renovate the Royal College



master, backed by the board of governors, to expel the boys was overturned by the city's education committee. Teachers refused to take classes including the five and more than a dozen were sent home. More walked out in sympathy.

Sir Keith Joseph, Secretary of State for Education and Science, wrote yesterday to Mrs Nicky Harrison, leader of the local authority employers in the teachers' pay dispute, about his small but important concession on lunchtime supervision costs in schools (Our Education Correspondent writes).

The concession, which came in Sir Keith's speech yesterday to the Conservative Party conference in Blackpool, involves detaching about £40 million from the £1.25 billion package for restructuring teachers' salaries so that local authorities can pay supervisors to look after children in school at lunchtime.

In his letter to Mrs Harrison Sir Keith said he would like to discuss the subject with her next Wednesday.

Universities forced to cut courses and sell buildings

Other universities have still to disclose their proposals but the crisis has clearly reached a serious stage. Dr John Burnett, principal of Edinburgh University, insisted yesterday that cuts already made had removed any spare flesh, he said they were now slicing into the meat.

Work at about 50 further education colleges in Scotland was disrupted yesterday by a one-day strike of 4,000 lecturers, members of the Educational Institute of Scotland. The lecturers say that the 5 per cent "interim settlement" already paid is not enough.

Plea over loans to miners

Strathclyde regional council yesterday asked Mr George Younger, Secretary of State for Scotland, to reject a local authority accounts commission ruling that the region's director of social work, Mr Fred Edwards, should personally reimburse the £190,000 paid

Kinnock to give science a boost

By John Winder

A Labour government would almost certainly include a separate cabinet portfolio for science and technology, Mr Neil Kinnock, the opposition leader, said in a speech to the Science Policy Foundation in London last night.

He said the Labour Party must consider a Cabinet minister with vision to speak for those areas. "A minister with a chief scientific adviser and an appropriate staff would first provide visibility for science policy at cabinet level."

At present, Sir Keith Joseph is Secretary of State for Education and Science, while technology comes under the Department of Trade and Industry.

Mr Kinnock said the new minister would control the most vulnerable part of the science budget, the science vote, which funded research councils and academic research.

Mr Kinnock added that Britain's future lay in modern workshops, with plentiful resources prudently used. "Our long-term performance in research and development has been extremely poor compared with every major (Organization for Economic Co-operation and Development) country except Switzerland and the USA and the situation is getting worse."

Rapid ministerial job changes 'crazy'

By Rodney Cowton, Defence Correspondent

The rapid turnover of government ministers in key appointments was criticized yesterday by Sir Frank Cooper, former Permanent Secretary at the Ministry of Defence.

Discussing the formation of defence policy and the allocation of resources at a meeting at the Royal United Services Institute for Defence Studies, he recalled that Mr Michael Heseltine was the twenty-first Secretary of State for Defence since 1945. Mr Norman Lamont was the fourth minister in charge of defence procurement in six-and-a-half years. Senior serving officers and senior civilians also moved far too frequently.

In any other field it would be a sure and certain road to bankruptcy. "It is a crazy system and it ought to be changed, but nobody as far as I can see is going to change it because it is a politically inconvenient thing to do," Sir Frank said.

Defence was a long-term

qualified military and civilian secretariat or planning staff.

The primary task of such a council would be to set a conceptual framework and look at Britain's overall security priorities and abilities to afford them.

Successive British governments had not had much liking for defence policies because they were long term and tended to cause political embarrassment. He had very severe doubts whether Britain or other European countries had been making sufficient contribution to the Western strategic debate.



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Rebel pit union to present pay claim

By David Felton
Labour Correspondent

Leaders of the Nottinghamshire miners' union are expected to present a pay claim to the National Coal Board on Tuesday, the union says. It is the first time the union has made such a claim since 1974.

The union's leaders are expected to demand a 10 per cent increase in pay, plus a 10 per cent increase in the cost of living allowance. The union also wants a 10 per cent increase in the pension scheme.

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Man who killed his wife guilty of manslaughter and jailed for six years

Nicholas Boyce was jailed for a total of six years yesterday for the manslaughter of his wife, Christabel, whom he admitted strangling. He then disposed of her body around London.

Sentencing him at the Central Criminal Court the Recorder of London, Sir James Miskin, said: "Before these dreadful events you were hard-working, of good character, devoted to your children and a good father. You were simply unable to get on with your wife."

"You stand convicted of manslaughter. I will deal with you on the basis you were provoked, you lost your self-control, and that a man of reasonable self-control might have been similarly provoked, and might have done what you did."

"Not only did you kill her, but you came to your senses, and took meticulous steps to ensure her death would never be discovered. You got rid of her body, you cleaned up the flat the best you could."

"You cut her up with a saw and boiled her skin and bones."

The judge said that in time Boyce had helped the police find Christabel's body "in particular the head and torso. You revealed the truth that you injured her face and strangled her. But for short while you still pursued self-defence."

"It may well be the truth of all that happened after the act of strangulation was motivated by concern for your children. That may explain it. But it certainly cannot excuse it."

The judge said the usual sentence for manslaughter by reason of provocation was between three and seven years.

"Having regard to all the facts of this case, I sentence you to six years for manslaughter and two years for disposing of the body, to run concurrently."

The judge then thanked the police for the "splendid, compassionate and detailed work they did in unravelling this unpleasant case."

Boyce, aged 37, a night cleaner and economic graduate of Roman Road, Bethnal Green, east London, denied murdering his wife, who had worked as a nanny for Lord Lucan's children, and was cleared by a unanimous verdict.

After being found guilty of manslaughter, he had admitted disposing of his wife's body with intent to obstruct the coroner.

He pleaded not guilty to perverting the course of public justice by dismembering and concealing the body, between January 12 and January 19. His plea was accepted by the prosecution.

Boyce had admitted head-bumping and strangling his wife during a furious argument over smoking.

He said he had finally lost control and snapped after months of nagging, in which she had humiliated him with sexual taunts, mentally tortured him, and threatened to leave and take away their two young children, whom he loved. He said he was terrified of her.

The prosecution had claimed that Boyce was not provoked. Mr Anthony Scriven, QC, for the prosecution, alleged he had intelligently, coolly and deliberately murdered her.

Boyce told the court he had hacked up his wife's body in the family bath. Most of it went into his dustbin, while the 100 other pieces were dumped in litter bins or skips around London. He put the head in a bag with some cement mix, and threw it into the Thames.

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Princess Anne took the controls of the Army's new 24-tonne MCV, 80 armoured personnel carrier during a visit to The Worcestershire and Sherwood Foresters Regiment at Battlesbury Barracks, near Warminster, Wiltshire, yesterday.

The princess, colonel-in-chief, was given a display of the regiment's firepower, from Chieftain tanks and Milan anti-tank missiles.

Earlier, the princess, dressed in Lincoln green braided coat with matching tassel hat, had seen camouflaged snipers at work — one came within 100 yards of her undetected.

Both BBC and ITV claimed victory in the autumn battle for television viewers yesterday, and accused each other of juggling audience figures.

Mr David Shaw, general secretary of the Independent Television Companies Association, said yesterday that ITV and Channel 4 had gained 54.2 per cent of the total television audience during the first five weeks of the season, against the BBC's 45.8 per cent.

"The BBC have had a better time this autumn than they have had in recent years."

He added: "At the end of the day the question is how much do people watch one channel or the other, and on that count we are appreciably ahead, albeit not by as much as two years ago. But what tends to be put forward recently is the idea that the BBC is winning the autumn and that simply is not true."

The BBC, which recently persuaded the joint ratings body, BARB, to begin issuing audience figures for viewing statistics after 6pm, refuted Mr Shaw's assertions. "During the daytime ITV are on the air for considerably longer than the BBC and that obviously has an effect on their audience rate," a BBC TV spokesman said.

Mr Ashley said he was immediately joined by Miss Alison Chadwick, their daughter's nanny, who told him to get an ambulance. He said his wife rarely drank and had not had any alcohol that night. "She was very much against any form of drugs, pills, or medication."

Det Constable Alan Fletcher, of Warwick police, said he had found no light to illuminate the stairs, and the carpet on the top step overlapped the stair tread.

Visitors would have to go to a new car park and restaurant complex three-quarters of a mile to the north of the stone circle. They would then see it in the distance across uninterrupted grassland. But the road needed to take people to the complex belongs to the Ministry of Defence.

Lord Montagu said that a certain improvement would be a permanent ban on the pop festival that draws up to 40,000 visitors during the Druidic ceremonies for the summer solstice in June.

Bridge tolls rise

Humber Bridge tolls are to go up by 20 per cent in January, it was announced yesterday. Cars will be charged £1.20 and heavy goods vehicles up to £8.

Lord Carrington is expected to resign as chairman of the Victoria and Albert Museum trustees next year, shortly after the museum introduces a system of voluntary admission charges.

Under the scheme, students and pensioners will be asked to make a voluntary 50p "donation" at the door, while others will be asked to pay up to £2.

Lord Carrington was appointed as the museum's first chairman in 1983 when it became a trust. Later the same year he became secretary-general of NATO and is understood to be finding it difficult to combine the two.

The museum is anxiously waiting to see how people react to the voluntary admission charges and will examine the results after six months. However, it is unlikely that the charges will be withdrawn.

The young mother of a battered baby claimed yesterday that her husband had admitted causing the child's crippling injuries.

John Tasker was admitted to hospital earlier this year aged five months with both arms and legs broken, cuts, bruises and damaged ribs.

His mother, Mrs Maureen Tasker, aged 17, said in an outburst from the witness box at Liverpool Crown Court that her husband Paul had confessed to causing the injuries.

She pointed at him in the dock and said: "I know he's done it. There were only two people in our house and I wouldn't harm a baby."

When she had asked him: "Why did you do it?" she alleged he had answered: "Because you were nagging me."

Paul Tasker, aged 21, of Saxon Way, Kirby, Merseyside, has denied charges of causing grievous bodily harm with intent and cruelty.

The hearing continues today.

adequate fat reserves for a long hibernation. In their natural habitats in the Mediterranean and North Africa, they sleep for only about two to three months.

The tortoise, which belongs to the same cold-blooded family as the frog, has a variable body temperature which is usually slightly higher than its surroundings while it is active.

Experienced owners can assess whether the tortoise has put on sufficient weight during the summer simply by picking it up. A measurement devised many years ago, comparing the weight of the animal to its length to determine the amount of fat reserve, is not acceptable by experts as foolproof.

Scientists at the London Zoo said yesterday that a tortoise's weight is influenced by its age and the rate at which it is growing. However, the tortoises at the zoo do not hibernate. They are kept in warm enclosures and remain active throughout the year.

Simple pens can be built for a domestic pet, using a light bulb to keep it warm enough to feed for an extra month until more weight is gained.

Unlit stairs blamed for Laura Ashley fall

From Craig Seton
Coventry

Laura Ashley, the fashion designer, died from head injuries caused when she fell down a dark stairwell at her daughter's cottage, an inquest in Coventry was told yesterday.

Mr David Sargison, the Coventry coroner, recorded a verdict of accidental death and said it could probably be assumed that Mrs Ashley had got out of bed in the middle of the night and fell because she mistook the stairwell for the bathroom next door.

Mrs Ashley received multiple skull fractures and died of cerebral injuries, without regaining consciousness, at the Walsgrave Hospital, Coventry, nine days after the accident at the Cotswold cottage where the family had gathered to celebrate her sixtieth birthday.

Mr Bernard Ashley, aged 58, chairman of the £200 million Laura Ashley fashion and fabric company, said he and his wife had travelled from their Brussels home to Little Compton, near Moreton-in-Marsh, Gloucestershire, for the birthday celebrations on September 17.

Mrs Ashley had gone up to bed at about 10pm. At about 4.30am he was aware of Mrs Ashley getting out of bed and going down the corridor towards the bathroom.

Commentary

Geoffrey Smith

One of the most difficult problems that the Government will face between now and the general election is what to do about the rates. Ministers have created an expectation for reform that some people want passionately but which is almost certain to prove electorally unpopular.

Baker's caution is prudent

The most that can be expected is that a Bill may be produced, though not presented for parliament's approval, before the autumn goes to the polls. Certainly the Government appears to feel itself under an obligation to give a reasonably full indication of its intentions before the country votes, but not to do more than that.

Some people will regard this as sheer timidity, a failure of nerve that will diminish the momentum of a radical administration.

I take a different view. As with Mr Norman Fowler's silent hint the day before that the Government will not after all be rushing the phase out Serps (the state earnings related pension scheme), I consider this an exercise of political prudence.

Governments are under no obligation in the run-up to a general election to take unpopular measures that are not immediately necessary in the national interest. Timing is everything in politics, and this Government has missed the right political time for reaching reform in this parliament.

Rating reform came back to the top of the political agenda because of the future overvaluation in Scotland. This reactivated Mrs Thatcher's earlier attachment to reform.

But there has been recent signs of dangerous discontent with the rating system in the rest of Britain.

Political calculation would suggest that the Government should, if it is feasible, go ahead with reform in Scotland, where there does appear to be serious pressure for change, but do say as little as possible in England and Wales.

There is no constitutional reason why Scotland should not be treated differently. There is already a degree of industrial derailing in Scotland that is not a practice in England and Wales.

The Secretary of State had powers to restrict the expenditure of local authorities in Scotland before rate capping was introduced south of the border. There is no point in having the power to legislate separately for Scotland and then being afraid to use it when there is good cause.

But in England and Wales the Conservatives are more likely to lose the votes of those who would suffer, or who think they would suffer, from a change than they are to win the support of those who would benefit.

Tories more likely to lose on rates

Detailed proposals for a complicated new system that could not be put into effect until after the election would present the opposition parties with an excellent opportunity for scare stories.

There is a dilemma here, however: between what would be electorally advantageous and what would be constitutionally proper. If the Government is determined that there must be reform then it would be in the best electoral interest of the Conservatives to confine themselves to a covering reference in the manifesto.

But the correct constitutional practice would be to give the electorate as much information as possible before the votes are cast. Mr Baker did not commit himself yesterday, but that would point to the publication before the election of a Bill that would be presented to the next parliament.

THE ECONOMY Lawson puts faith in tax cuts, lower inflation

The rate of inflation was about 6 per cent and coming down fast, Mr Nigel Lawson told the Conservative Party conference in Blackpool yesterday. But he expected it to be close to 5 per cent by the end of this year and below 4 per cent next year.

The Chancellor of the Exchequer declared that although the Government had cut the basic and higher rates of tax, he was determined to do much more. Ordinary people still paid too much tax.

In the next parliament the Government proposed to reform income tax. Proposals, set out in a Green Paper, would enable them to do far more to deal with the unemployment and poverty traps which damaged incentives for those on low incomes. They would also remove the discrimination against married women.

He said that there was no shortcut to a fall in unemployment. They would combat the scourge of unemployment by continuing to bring about a freer, more flexible and more enterprising economy. That was the only way and that was why it remained of the first importance to reduce further the burden of income tax and encourage the formation and growth of new businesses where so many jobs of the future would be.

By sticking firm to the course, they could look forward to lower inflation, more new jobs, higher living standards for all people, and further reductions in income tax. The state should take no more in taxation than it needed. Excessive income tax was bad for incentives, bad for enterprise and bad for jobs.

Mr Lawson, replying to the economic debate, said the official figures on unemployment "may well exaggerate the true picture, certainly in the South-east."

"The fact remains that too many people cannot find a job and we all want to see unemployment come down. And it will come down." (A few shouts of "when".)

He said that he expected the numbers in work to go on rising. "So far this has not been reflected in lower numbers on the unemployment register. Although over the past six months the number of adult men on the register has not risen at all."

Foremost among the causes of unemployment was the behaviour of the trade unions, he claimed. Countless jobs had been lost because union leaders had refused to adapt to change, demanded excessive pay or called strikes. "The threat from that quarter has now been contained because we have given the unions back to their members."

At the last election no one would

have believed a claim that the numbers in work would have risen far more than in the rest of the Common Market put together, that investment in new plant and machinery would rise dramatically and that economic growth would be the highest in Europe.

To have said this would be achieved despite the ravages of a 12-month coal strike which the Government won and during which the lights did not flicker, would have stretched credulity to breaking point.

Success against inflation could not be taken for granted. They remembered too well the appalling consequences of inflation under Labour.

Under the Government, for the first time for a generation, the saver enjoyed a real return on savings and so long as the Government remained in power they would never return to the cruel and divisive fraud of inflation.

He pleaded guilty to the charge that there had been cuts. They had cut the contribution to the EEC budget, cut handouts to nationalized industries, cut council house building because most people wanted to buy their own

home, and had cut bureaucracy and waste.

These savings had enabled the Government to spend more on the health service, the police, capital spending on roads and on schools.

Not only was the proportion of national wealth taken and spent by the Government steadily diminishing, but they were engaged in a massive programme for privatization. One fifth of what was the state-owned sector of industry when they took office was in the free enterprise sector. By the end of the parliament that would have risen to two-fifths.

They had created a nation of home owners. Now they were in the process of creating a nation of share owners.

Attitudes had changed dramatically. The old "them and us" divisions were breaking down. They had recruited a new army of people determined to save and invest for their good and the good of their children.

Any fool could promise better social services - most of them did. Any fool could dream dreams and build castles in the air. But only a strong economy could build hospitals and schools on the ground. "This Government has not only the heart to hope but the cash to care."

The Government and people had brought Britain from the relegation zone in economic growth up with the

league leaders. They had changed it from a nation governed by the trade unions to a nation governed by the democratically-elected government.

At every stage they had had to listen to the siren song of those who wanted them to sacrifice the long-term health and prosperity to the quick short term popularity of spending money they had not got to buy jobs that would not last.

For the first time for a generation we have broken out of the financial prison of spending and borrowing and inflating and devaluing, of freeze and squeeze and stop and go crisis. We have a country that is sound and strong", Mr Lawson said.

Many speakers expressed concern about unemployment. Mr David Grayson, Sheffield, Brightside, said that many Conservatives feared that unless it was reduced they would not win the next election.

Mr Richard Fuller, chairman of the Young Conservatives, was cheered when he called for "something a little more courageous, something a little less drab than not a penny more not a penny less".

Mr Michael Chaplin, Norwich South, asked the Government not to listen to the siren voices calling for measures to be taken which would be inflationary in effect if not in intention.

Leading article, page 15

RATES Baker attacks Kinnock and his 'empty drum'

The Government is to introduce a Bill to fix a date by which councils must set a rate. Mr Kenneth Baker, Secretary of State for the Environment, told the conference in a debate on rates.

In a warmly applauded speech in which he warned Mr Neil Kinnock that rhetoric alone would not control Militant councillors, Mr Baker also announced that the Bill to stop misuse of council money for political advertising would be brought in in the next session of Parliament.

Criticism of the rating system, particularly its impact on businesses, came from several representatives. Mr Baker indicated that alternatives and suggested changes would be set out in a consultative document this year.

It would set out the choices on the business rate, the grant system and local tax. He emphasized that he would like to see more decided locally.

The Bill fixing a date for rate setting would, he said, put an end to the political manoeuvring of some Labour councils which caused chaos this year and had hit ratepayers.

Attacking Liverpool City Council for its "deliberate policy of confrontation," Mr

Baker said Mr Derek Hatton, its deputy leader, was trying to hijack the whole system of local government finance.

Mr Hatton had set out to blackmail the Government. "He wants your money, I have news for him - he ain't going to get it." (Loud applause.)

He recalled that last week in *The Times* the Bishop of Liverpool and the Archbishop of Liverpool had condemned the Militants. The bishops were concerned for the bodily as well as the spiritual welfare of Liverpool people. Last week, on the streets of Toxteth, vicars and priests helped the police by pleading for calm.

"It is these brave vicars and priests who do more for the people of Liverpool than Hatton's wreckers."

If any of these councillors were sacked and disqualified from office for wilful misconduct, they hoped a Labour government would indemnify them. But who would indemnify the people of Liverpool, Manchester, South-west and Hackney? His writ did not run there.

"The trouble with him is that he cannot deliver. Neil Kinnock is walking proof that the biggest drums make the loudest noise because they have got the

emptiest insides." (Loud applause.)

Local democracy was under threat from Labour extremism but he was not prepared to see it dragged down into the gutter.

Calls for urgent consideration on removing the inequalities in the rating system which the conference passed in a resolution, were led by Mr Greg White, Langbaurgh, who said the system was archaic and unfair to those such as pensioners who paid for facilities they did not use.

Mr Cyril Taylor, Ruislip, deputy leader of the opposition on the Greater London Council, advocated a residents' charge, payable by all those in work, as a supplement.

However, pointing out that there were no magic solutions, Mr Baker said some people favoured a local sales tax, but representatives should just imagine the difficulty of each London borough levying different rates of sales tax.

Rates were based on property and everyone could think of examples of how unfair they were. So ministers had been looking at ways of reducing them and supplementing them, possibly by a personal tax to widen the tax base.

PARTY POLICY

Let's play as a team, says Tebbit

"Let us play again as a team", Mr Norman Tebbit, chairman of the party, said when urging party members to work together to win the next election.

He was replying to a debate on party policy and public relations during which some representatives criticized the Government for failing to get its case over to the public.

Mr Tebbit said the party seemed to worry more about whether the ball went down the left wing or the right wing and not whether it went into the goal or whose goal it went into.

"We know what we need to do. We know where the goal is. I have one ambition - to remain at the top of the first division and to put the ball in their goal."

Mr Bev Simpson, Wrekin,

DEFENCE

Heseltine takes on all parties

The right place to address Mr Gorbachev's proposals on nuclear arms reductions was in confidential negotiations. Mr Michael Heseltine, said in replying to the defence debate.

"But let us welcome that the Soviet Union has for the first time in this negotiation put forward proposals of its own."

In a hard-hitting speech in which he mocked the Alliance parties and attacked Labour under General Kinnock, the Secretary of State for Defence explained how the Government supported President Reagan's effort to negotiate a balanced and verifiable agreement that could lead to the first arms agreement that involved arms reductions.

Mr Heseltine said the Soviet Union had proposed a 50 per cent cut in nuclear charges on each side. The Americans had proposed a reduction to 5,000 warheads on each side. The two

TEACHERS' PAY

Authorities 'must live with' higher awards

If the local authority employers make a deal on teachers' pay alone this year at a cost that over-stretched resources they will have to live with the consequences, Sir Keith Joseph, secretary of State for Education and Science, told the conference yesterday.

He was replying to a debate in which representatives criticized the action of teachers during their pay dispute and the standard of education in many schools.

The Government was willing, he said, to put extra resources into the rate for a support grant settlement for teachers' pay but only if there was a deal that brought reforms that made better schools possible for all.

He outlined the events that came in the wake of the government offer to make £1,250 million extra available over the next four years from April 1986, but teachers' leaders wanted to settle this year's pay now with no strings, with talks about reforms at some other time. There would be £400 million for 1986-87, rising to £450 million in 1989-90.

"History cries out against this two-stage approach", he said, "and back to Houghton" is pleading for a return to the pay leapfrogging of the mid-1980s. It would be a sure recipe for higher inflation and a massive increase in unemployment."

He had asked for agreement by October in order to meet the parliamentary timetable for injecting money into the rate-support grant system.

For two-thirds of the teaching force there would have been big improvements and about half would have had substantial pay rises, with teachers on £10,500 a year.

It looked as if the 1986-87 rate support grant timetable would not be met. If the conditions for the first phase of the extra £1,250 million were not agreed in time, then that £200 million would not be part of the 1986-87 rate-support grant settlement.

He proposed to discuss with local education authorities as soon as possible ways in which the objectives on midday school supervision could be achieved.

A settlement at any price for 1985, and without conditions will simply mean visiting upon our schools in 1986 and beyond a return of this year's disruption."

Job training, page 14



Kenneth Baker: Beating the Kinnock drum.

CONFERENCE NOTEBOOK

Mr Michael Heseltine is a thoughtful man, a photographer's delight. It is well known that he has hair which, in these nonsexist days, he is ready to acknowledge as his crowning glory.

At a strategic moment in his reply to the debate on defence a lock strayed over his right eye. It must have irritated him as much as a fly landing on those well-endowed eyebrows. But he did not raise a hand to brush it away. He waited. He waited while the photographers focused their zoom lenses and then when they seemed at the ready, he whisked away the locky lock. The cameras whizzed and whirled in unison, just like a military salute.

It was easy enough to be sidetracked by all this because his speech was offering nothing new; just the usual plausible defence of Trident, and justification of its cost which had worried one or two speakers from the floor; and the usual attack on other parties and their attitudes to defence which culminated in an extreme view of what would happen if the unions were let loose in the Armed Services.

Such a tea-break orientated shower, worse than Britain's knees. It would succeed where Napoleon failed and would do what Hitler never did. The audience of Dad's Army watchers were much amused. They rose and awarded him a standing ovation. He'd made them feel cosy and secure and he'd presented well, hair and all.

I cannot imagine that Nigel Lawson made them feel cosy and secure, but he too got a standing ovation so it must have been awarded solely on presentation and hair which is fluffy rather than floppy.

Delegates had dared to disagree with one another about the heat way to help the unemployed. Disharmony is an unusual sound at a Tory conference, and even though it had been expected, one speaker was so choked with emotion at the effrontery of those who questioned the Lawson approach that he seized up. It was a poignant moment.

Dissident voices did not rattle Lawson

Such dissident voices did not rattle Lawson who calmly told the audience that he was on course and that nothing was going to change.

There are no short cuts, a variation on Tina, is not the costiest of messages for delegates, of course, but it was the only one they were getting.

The one man who deserved an ovation but who did not get one was David Mellor. He made a speech which was by far the meekest to date, full of detailed new and draconian measures for tackling the drug problem.

It is the wretched presentation problem again. Mellor had sated them with statistics and more good than they could take in, they did not have a press handout to help them along, and he had not wanted a single moment bashing anyone - other than drug traffickers and pusher and money launderers.

And then there is the hair, even with a decent cut it was not the sort to turn heads or set cameras whirling.

Linda Christmas

Unemployment must be tackled, says Clarke

It would be foolish to suggest that within the pool of unemployed there were many unwilling, idle people who would not leap at the chance of a job if they could get one, Mr Kenneth Clarke, Paymaster-General and chief Commons spokesman on employment, told a Bow Group fringe meeting in Blackpool.

A pattern of criminality and violence was breaking out in cities in various parts of the country, but unemployment was not the cause, he said. Nevertheless, it did not help to provide a solution to the social problems or to minimize that violence. Unemployment made those problems worse and it was important to tackle it.

It would be foolish of the Government to commit itself to a particular numerical target for the reduction of unemployment and foolish of the public to look for achievements of that kind. It was not within the power of any government to have absolute control over the level of unemployment.

Many things would determine the number of people registered as unemployed; some were beyond the capacity of any government to control.

Today's debates

Today's subjects for debate will include trade and industry, to which Mr Leon Brittan, Secretary of State for Trade and Industry, will reply; health (Mr Barney Hayhoe); law and order (Mr Douglas Hogg); employment (Lord Young of Grafton); and European and foreign affairs (Sir Geoffrey Howe).

HOME AFFAIRS Onslaught on drug barons wins applause

Details of an important action on drugs, heard Mr Mellor explain that there would be new powers for the police and customs to obtain information about the movement or disposal of the proceeds of drug trafficking.

A High Court judge, on application from the police or customs, before arrest if necessary, would for the first time be able to make a restraint order freezing the assets of a person reasonably suspected of involvement in drug trafficking or money "laundering". His powers would extend to tainted assets transferred to third parties.

Additional prison sentences of up to 10 years in certain circumstances would be imposed on top of whatever the offence merited to punish default in settling the confiscation fine.

Because they were dealing with international crime and many assets would be disposed of overseas, there would be power for the government to enter into reciprocal arrangements with other countries to secure the enforcement of British confiscation orders and vice versa.

Mr Brian Cooklin, Glasgow Hillhead, ced for an offensive



Mr David Mellor.

against drug abuse by means of more customs officers, more treatment centres, and financial and practical support.

Dr Bernard Jabry, Birmingham Yardley, said the drugs supply must be cut off at the point of entry.

subcontinent, Europe, South America and the Caribbean. He would be in Pakistan at the end of the week for talks on the heroin trade.

The Government would be spending £1 million over the next three years in support of programmes aimed at reducing the illicit production of cocaine in Colombia, Peru and Bolivia, and a further large sum on smaller projects mainly in dependent territories in the West Indies and elsewhere.

At home, about 150 more customs officers specializing in drugs would be appointed next year.

The Government had also decided that a further £6 million should be provided to guarantee funding of new local projects for services for drug misusers for three years. That would bring to nearly £20 million the resources provided by the Government over the past two years to help in developing local services.

In addition, Mr Barney Hayhoe, Minister for Health, would be announcing soon proposals for further spending on the development of local treatment and rehabilitation services.

Young celebrates the era of entrepreneurs

By Donald Macintyre, Labour Editor

The thrust of changes in Britain's economic structure for more than a century had been harmful to enterprise and the enterprising instincts of individuals. Lord Young of Grafton said in a lecture to the Conservative Political Centre last night.

Lord Young argued that only since 1976 when the financial crisis facing the Labour government had led to the intervention of the International Monetary Fund had the process begun to be reversed. "Since then slowly and surely attitudes are changing", the Secretary of State for Employment, said.

In an unashamed celebration of the entrepreneurial spirit and the power of small firms to generate wealth and jobs, Lord Young said that thanks to developments since 1980, partly stimulated by the Government, the climate for enterprise has changed.

These developments included more than 500,000 extra self-employed people, the ascension of job-related training, such as the technical and vocational education initiative in schools, the Youth Training Scheme, the City's more welcoming attitude to small busi-

nesses and the Government's commitment to deregulation. He argued that small entrepreneurs played a crucial role in the industrial revolution. "In about 1850, the average textile employer had only about 100 workers in his labour force."

Lord Young said that Britain's rise to world industrial prominence up to the 1850s had occurred "spontaneously". "There was no push from public spending, no drive from imported capital, there were no planners and there were precious little government. But there were the entrepreneurs."

But in a strong attack on the subsequent educational priorities of the Victorian era, Lord Young said that public schools resisted teaching science which was seen as inferior to classics. "One reason was that science was seen as having the great disadvantage of some association with vulgar industry and, even worse, commercial utility."

The stigma of utility could, alas, still be found in some quarters. Lord Young said that Oxbridge had reflected a similar set of values.

Job training, page 14

Mr Michael Heseltine, a thoughtful man, a speaker's delight, is known for his readiness to acknowledge his own mistakes.

At a strategic moment in the reply to the debate on the eye. It must have been as much as a fly in the ointment. But he did not raise a hand to brush it away. He waited while the speaker focused the lenses and then when the speaker seemed to have whisked away the fly, he whirled in unison, just as a military salute.

It was easy enough to sidetrack by all this cause his speech was about nothing new; just the plausible defence of the speaker who had worried one of the usual attacks on the defence which culminated in an extreme view of what would happen if the Army were to lose in the Falklands.

Such a tea-break or shower, would bring down its knees. It would seem where Napoleon failed to do. The audience of the Army watchers were amused. He made a point of awarding him a small ovation. He made them a cosy and secure and presented well, had and I cannot imagine that Lawson made them feel as secure, but the standing ovation so it have been awarded a presentation and a small ovation. Delegates had dared to show with one another the best way to help the employed. Disarmament, a conference, and even a speaker was so charged emotion at the end of those who questioned Lawson's approach, he served up. It was a page moment.

Dissenting voices did not rattle Lawson

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Unemployment must be tackled

Linda Christie

Today's debate

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Firearms ban on women police in Ulster challenged in court

A test case challenging Ulster's police rules banning guns for women officers was described in a court yesterday as a "David and Goliath" struggle against the Government.

Mr Anthony Lester, QC, told European Court of Justice judges in Luxembourg: "But for the support of the tiny Equal Opportunities Commission for Northern Ireland, this case would not have reached the court."

He said the chief constable of the Royal Ulster Constabulary and the Government had attempted to block proceedings on the ground of protecting public safety and order, in spite of the "direct and overt" sexual discrimination involved.

Mr Lester said: "The Government seek too much, they go too far. But we are confident this court will reject the attempt and not be deterred from upholding the rule of law by the fact that this case arises in the context of serious terrorism in the tragically divided territory of Northern Ireland."

The applicant, a woman aged 39, is fighting the case for about 40 other women officers in the RUC, who claim they are victims of discrimination.

She has requested anonymity for security reasons. The European Court's security chief was in court because of the Ulster connection.

Mr Lester explained that the woman, a former full-time police reservist, had to accept a part-time job in November 1980 after six years of "efficient and valuable" work at New-castle, Co Down, RUC station.

That was because of new rules effectively ending full-time employment for women reservists, as a result of a long-standing policy not to arm female officers, which meant they were unable to carry out security duties.

Unlike their male counterparts, women reservists do not carry arms or receive full firearms training. They are simply shown how to handle a gun and make it safe.

Mr Lester said there were a few special cases in the RUC when women did carry weapons.

But he blamed the drastic decline in women officers, at present representing only 2.31 per cent of the RUC strength, on the ban.

He claimed the fact that no women RUC officers have been singled out for murder in the recent troubles was because they represent such a small proportion of the force.

The Government claims that its non-firearms policy reduces the risk to women.

Mr Lester told the court: "If these women officers are trapped in a terrorist attack and need the protection of firearms

they have to depend utterly on male colleagues."

He rejected the Government's claim to be entitled to discriminate because of requirements of public safety.

The applicant, who was not in court, is now a part-time communications assistant in the RUC, on a reduced salary.

Mr Lester said that even if she won her case she could never recoup as much in compensation as she had lost in income.

Mr Francis Jacobs, QC, for the Government, said the difference in treatment between men and women officers did not amount to a breach of EEC sexual discrimination laws.

Decisions taken by the chief constable about manning and training were taken "in the interests of defence and national security".

That was why a Certificate of National Security had been issued by the Secretary of State for Northern Ireland, barring an industrial tribunal for women officers, he said.

"The chief constable has to weigh the disadvantages and disappointment suffered by women against the dangers entailed in embarking on a general policy of arming female members of the RUC in the current situation in Northern Ireland", Mr Jacobs said.

A decision in the case is not expected before December.



Members of the British Women's bridge team, (from left) Miss Pat Davies, Mrs Sandra Landy, Mrs Nicola Smith and Mrs Sally Horton, playing at Waterloo station, London, yesterday at the start of a three-day exhibition to promote a BBC electronic bridge aid (Photograph: Chris Harris).

Shah daily promises not to be wet, weak or woolly

Mr Eddy Shah's new daily newspaper will be politically independent, its editor, Mr Brian MacArthur, said yesterday. The newspaper will not follow any party doctrine, but nor will it be "wet, weak or woolly", he added.

Mr MacArthur, speaking in

London with Mr Shah, gave details to advertisers in the run-up to its launch next spring.

He said that a politically independent stance "does not mean that this will be the paper to back the SDP."

"We will not follow any party doctrine. What we will do is

take a firm, often provocative line on the issues in the news. Our opinion will be stated strongly, but never allowed to creep into news reports as bias."

Mr Shah promised the advertisers that his newspaper would be a success.

"We will succeed not through technology, not despite unions, not through colour and not through any of our other advantages - but simply because we are going to make the most exciting newspaper that this country has seen for a very long time."

Two out of three against Trident, poll shows

By Pat Healy

Two out of three people no longer oppose Britain's purchase of the Trident nuclear missile system, according to an opinion poll released yesterday by the Campaign for Nuclear Disarmament to coincide with the defence debate at the Conservative Party conference.

The poll, conducted by Gallup between September 25 and 30, recorded the highest level of opposition since a similar one in December 1982, when 58 per cent of those questioned were opposed.

The poll also found that 46 per cent were against a defence policy based on the possible use of nuclear weapons, with only 40 per cent approving. More than half thought military spending was too high.

Mr Dan Smith, vice-chairman of CND, said yesterday that the Government had failed to convince the British public about Trident. He claimed that the 46 per cent opposed to British defence being based on the possible use of nuclear weapons agreed with CND.

On Trident, the poll question put the cost at £11,000 million, compared with a Ministry of Defence estimate in January of £9,285 million, now under revision.

The poll found that three out of four people felt too little was spent on the health service, education and schools, and pensions.

No bail for man charged with killings

By a Staff Reporter

Jeremy Bamber, the surviving member of a family shot dead in a farmhouse two months ago, was refused bail when he made his second appearance before magistrates on five murder charges yesterday.

Bamber, aged 24, was remained in custody for a week by Mr George Ginn, chairman of the magistrates at Maldon, Essex.

Bamber, a farmer, of Head Street, Goldhanger, Essex, is accused of murdering his adoptive parents, Ralph Bamber, a farmer and magistrate, and his wife June, both aged 61; his sister, Mrs Sheila Caffell, aged 27, a model; and her twin sons, Nicholas and Daniel, aged six.

The bodies of all five were found with gunshot wounds on August 7 at the family home, White House Farm, at Tolleshunt D'Arcy, Essex.

Reporting restrictions were not lifted.

Women recruits

Cambridge University Air Squadron, the oldest student air squadron in Britain, has started to recruit women for the first time. It has its sixtieth anniversary this year.

Train derailed

British Rail is to hold an inquiry into the derailment of a tanker train carrying hundreds of tonnes of paraffin and gas oil near Willesden Junction, north-west London, yesterday. Foam was used to make safe the spillage.

Roof for minster

Work has started on the new roof for York Minster's south transept, which was damaged by fire in July last year. Oak for the vaulting has been given from estates all over Britain, including those owned by the Queen.

Ship refitted

The Royal Fleet Auxiliary landing ship Sir Tristram, which was almost cut in half in the Falklands conflict, was back in service yesterday after a 15-month refit on Tyneside.

Apricot launches Xen as direct challenge to IBM

Apricot Computers are launching a powerful business microcomputer to rival the top-selling IBM personal computer and revive the company's flagging fortunes.

The Apricot Xen is to go on sale at the end of this month at a cost of between £2,500 and £3,000, making it the company's most expensive model. It is claimed to be faster than the IBM XT and is compatible with IBM software.

The Xen is expected to account for 40 per cent of the company's sales by value in the next financial year and should lift turnover this financial year

Passengers to get safer train doors

By Michael Bailey Transport Editor

New escape arrangements are to be made on British Rail commuter trains after fears that passengers could be trapped in a crash.

The latest sliding doors, on stock in service on London's Southern, Eastern and London Midland regions, as well as in Liverpool and Glasgow, are locked in transit, and can be opened only by the guard, or on one-man trains, by the driver.

The fear is that if the driver were incapacitated in a crash, passengers might be trapped in a locked train and burnt to death.

British Rail has taken the view up to now that the danger to passengers jumping on to the possibly live track might be greater than that from locked doors. But a senior-level rail group has recommended that passenger-operated release gear be fitted on both new and existing commuter stock.

Disclosing that yesterday, British Rail said warnings would be displayed by each release gear against the dangers of jumping on to the track. It emphasized that there was no greater danger on a one-man than on a two-man train because the driver had the same controls as the guard, and also had radio communication with lineside control.

Discussing the issue at a rail safety conference in Derby, the Government's chief inspector of railways, Major C. S. Rose, admitted that some passenger fears in regard to sliding door stock were justified. But he added his own warning against carelessly jumping on to the track, a point that would be underlined with driver-only trains.

Major Rose had no doubt that sliding doors locked in transit had increased rail safety. In five years, during which 24 passengers had been killed in train accidents, 79 more than three times that number, were killed through falling out of moving trains.

More than 350 were injured every year by passengers opening train doors at stations.

He said that in spite of the occasional accident and higher speeds, rail was "safer now than at any time in its history, and certainly the safest form of land transport."

Documents clear director

Anthony Taylor, a company director accused of a £1.2 million bank fraud plot with the help of his City of London bank manager, was cleared at the Central Criminal Court yesterday.

He was acquitted and awarded defence costs after the court was told that boxes of documents concerning the case had come to light.

Mr Taylor, aged 37, of Adams Row, Mayfair, had denied four charges of conspiring with his bank manager, Mr Gerald Moore, to defraud Barclays Bank between 1981 and 1983. He was also acquitted of obtaining £750,000 by deception from the Deutsche Bank.

The documents were examined by counsel for both sides. Judge Peter Mason, QC, directed the jury to return verdicts of not guilty.

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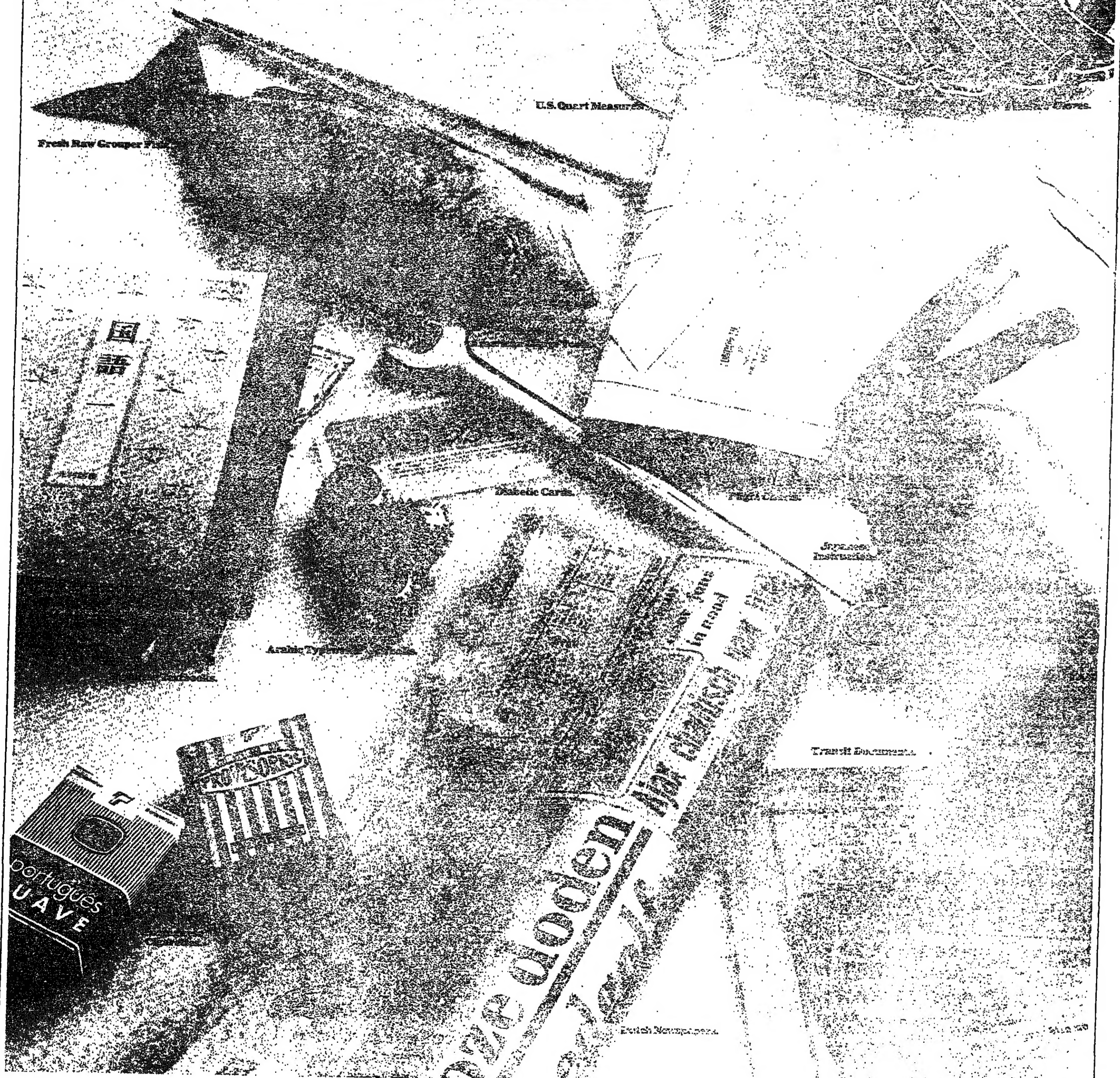
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Re-equipped Contras go on offensive across ten Nicaraguan regions

From Alan Tomlinson, Managua

Anti-Sandinista counter-revolutionary forces, re-equipped with \$27 million in United States aid, have resumed widespread though scattered fighting throughout Nicaragua.

Fighting has been heaviest in the northern highlands of Jinotega department near the Honduran bases of the Nicaraguan Democratic Force or FDN, the biggest of five armed groups - known as the Contras - trying to overthrow the Sandinista Government.

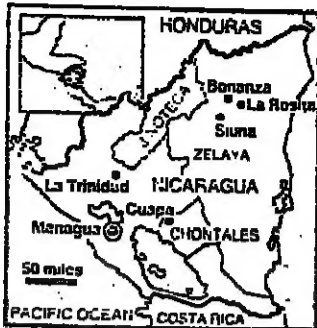
They have launched a concerted assault on the gold-mining towns of Sina, Bonanza and La Rosita, where the Jinotega hills slope eastward towards the savannahs of Zelaya department. The Sandinista People's Army and crack troops attached to the Ministry of the Interior said the Contras suffered 150 casualties in an abortive attempt to capture the towns.

FDN columns infiltrating from the north and south penetrated as far as central Zelaya and the department of Chontales on the eastern shore of Lake Nicaragua.

In a military communiqué issued in Honduras, the FDN claimed to have killed or wounded nearly 1,000 Army troops in 79 battles last month as well as destroying 12 Army lorries, a helicopter and a tank.

Sensational observers of the war regard such figures with scepticism.

Government accounts of the fighting, often equally unreliable, put the number of Contra dead during the latter half of last month at around 200. Neither side issues details of its own casualties.



What does emerge from the conflicting reports is that fighting is once again widely spread across 10 of the country's 16 departments after a long period earlier this year when sustained pressure by the Army had pushed most of the estimated 12,000 Contras back into camps across the Honduran and Costa Rican borders at a time when the insurgents were without direct US help.

Once the US Congress had approved a \$27 million aid package in June, reversing an

earlier decision to suspend assistance to the rebels, the FDN lost only weeks before serving notice that they were back in business, inflicting heavy damage on the towns of La Trinidad, near Esteli in the north, and Cuapa, near Juigalpa in the south.

An FDN spokesman, speaking on the telephone from the Honduran capital of Tegucigalpa, said that since those successes "we have continued to advance and consolidate our positions and to generalize the fighting".

But while the FDN appears to have regained rapidly much of the momentum it lost when US aid was suspended a year ago, the fortunes of the other main Contra group, Democratic Revolutionary Alliance, known by its Spanish acronym Arde, appears to have been unable to recover from a series of sharp reversals.

At least five of its southern bases inside Nicaraguan territory were overrun by the Sandinista Army several months ago and a strategically important airstrip built by the rebels at one of the camps fell to the Army soon after it was completed.

On the third war front, government officials say rebel Miskito Indians are respecting a ceasefire negotiated in June



East German border guards watch an excavator removing part of the Berlin Wall which is being replaced.

Black radical taunts US Jews with 'God's ovens' gibe

From Christopher Thomas, Washington

The Rev Louis Farrakhan, the bitter new voice of black extremism, roused 24,000 blacks into a fever of anti-Jewish cheering and chanting at New York's Madison Square Garden, Jews, he said, faced "God's ovens" if they continued to oppose him. The masses roared in delight.

Mr Farrakhan has taken America by surprise. Established black leaders have no idea how to stop him. He cannot be dismissed any more as an irrelevant leader of a tiny, weird cult. This dangerous man is seizing the leadership of black America.

Monday's New York rally leaves no doubt about his popularity. His hateful message about Jews played on an ever-present tension between blacks and Jews, which is particularly acute in New York. A quarter of the city is black, and 16 per cent is Jewish.

Mr Farrakhan, a dapper former night club owner, has completed a 14-city tour of US, financed partly from a \$5 million (£3.5 million) grant from Colonel Gaddafi of Libya.

Everywhere, he has commanded crowds of 10,000 and 15,000, each paying a \$2 entry fee. But nothing compared to the mesmerizing rally in New York, neither in numbers nor rancour.

He spoke of devil rabbis, and warned Jews: "If you fool with

me you are courting death itself."

He played on the Jewish post-Holocaust cry of "never again", saying: "You can't say never again to God because when he puts you in the oven 'never again' don't mean a damn thing."

"This black boy is your best hope," he said, although Jewish enemies did not see it that way. "The seed of murder is already planted in the Jews' heart. Some people might think they are doing God a favour and seek my death."

He implied that Mayor Edward Koch of New York is a homosexual, which brought a deafening, mocking roar. Mr Koch, who denies being gay, once denounced Mr Farrakhan as "a Nazi in clerical garb". But this week the mayor remarked: "Farrakhan has more followers than Hitler."

Mr Farrakhan's message is anti-white. He demands an independent black homeland in America. In a bizarre alliance he has joined forces with a white supremacist group linked to the Ku Klux Klan because, he said, they share the same objectives - separation of black and white.

The Rev Wyatt Walker, a Baptist minister in Harlem, put the Farrakhan phenomenon thus: "Black people exist on the edge of outrage against white people. Farrakhan provides an outlet. He gives whiteness hell."

Riot police scatter Athens taxi strikers

From Mario Modiano, Athens

Greek riot police used force early yesterday to dislodge several hundred protesting taxi owners who occupied Constitution Square and blocked traffic in central Athens for more than 12 hours.

One taxi driver was taken to hospital with head injuries after a baton charge by helmeted policemen, who received orders to disperse the strikers and their families when they began to settle in for the night at one of the capital's busiest intersections. Two strikers were arrested and charged.

The 15,000 cab owners of Athens have been keeping their taxis off the streets for four days in each of the past three weeks to press the Government for a 40 per cent fare increase. The demand follows fuel price increases imposed last month.

The Government, with a weary eye on the soaring cost of living index, but also hoping to induce Athenians to switch from taxis to the vastly improved public bus network, refuses to grant any increase until next year.

Greek taxis are the cheapest in Europe, but their drivers have the reputation of being among the world's rudest. The absence of 15,000 taxis from the city centre has not only eased driving conditions, but seems to contribute at least to the lowering of pollution levels.

Beatrix in Madrid to bury past

From Richard Wigg, Madrid

Queen Beatrix of The Netherlands, on a state visit full of historic overtones, told the Spanish people yesterday that by joining the EEC they will "resume their legitimate place in Europe".

She was addressing MPs during a visit to symbolize, before Spain's entry in January, a reconciliation between the Dutch and Spanish peoples after centuries of hatred and bloodshed.

In more recent times, during the Franco dictatorship, the Dutch were firm in keeping Spain at arm's length from the Community.

The Queen's address looked to the future, but the high point of the visit concerned the past. With King Juan Carlos she attended a special ceremony on Tuesday at the Escorial, the royal palace and monastery near the capital, built by Philip II and now his burial place.

It was Philip's forces which initiated 80 years of war against the Protestants that ended with the Dutch provinces gaining independence. Queen Beatrix is descended from William of Orange, who initiated the revolt against Spain.

Among the guests was Cayetana, Duchess of Alba, a descendant of the 16th-century Duke sent as governor to the Low Countries to repress the revolt with whatever force he judged necessary.

After inaugurating an "Age of Rembrandt" exhibition from The Netherlands in the Prado, the Queen cut through protocol and mingled with tourists in the museum to admire Velasquez's "The Surrender of Breda".

Kremlin bid to deliver the goods

Moscow (AP) - The Communist Party yesterday announced an industrial programme calling for ambitious increases in the output and quality of consumer goods and services in the Soviet Union over the next 15 years.

The programme spread over three pages in the party daily *Pravda*, called for increased production of all consumer goods ranging from shoes to colour televisions, and services from cafeterias to air travel. It said the increases would be accomplished by improving the organizational level of industry and the technological level of Soviet factories, but gave few details on how this would be done.

Overall, the party wants production of non-food consumer items to be 1.3 times greater in 1990 than in 1985, 1.9 times greater in the year 2000.

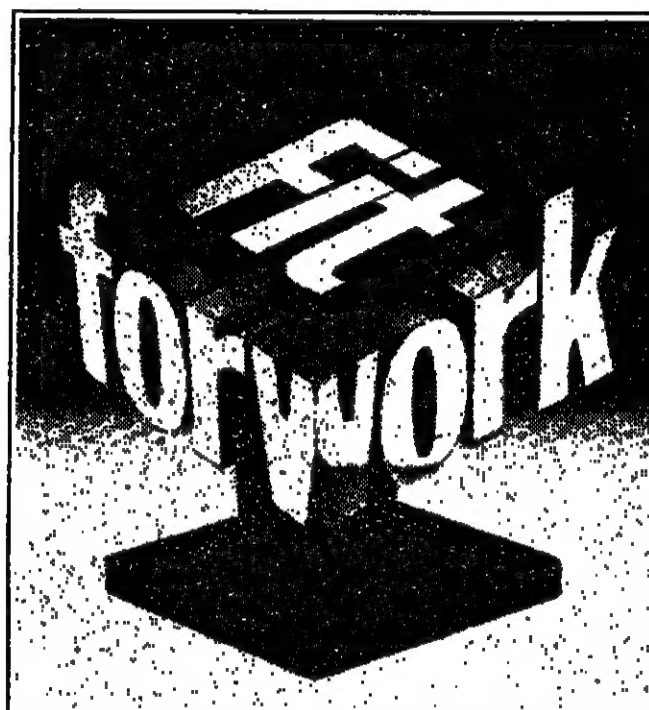
In 1985, it said, Soviet light industry produced consumer goods worth 85 billion roubles (about £70 billion at the official exchange rate). By the year 2000, that figure should be up to 142 billion roubles, the party said.

The party complained that the quality of everyday goods and services provided by the Soviet state was not high enough.

"The primary task of the branches of industry that are occupied with producing goods for the population is the basic improvement of the quality and assortment of articles, of their technological and aesthetic level and their reliability in operation," the party declared.

It said the party envisioned a significant increase in production to fabric

The Government and the Manpower Services Commission are pleased to announce the names of those organisations who have received a Fit for Work Award in 1985. An Award is given to those who have done most for disabled workers in the last twelve months by implementing constructive employment policies. Assessment is on an evaluation of the organisation's record and performance in accordance with six simple guidelines: Full and fair consideration of disabled people for all types of vacancy; Retention of newly disabled employees wherever possible, after rehabilitation or training if necessary; Equal opportunities for disabled workers for training;



career development and promotion. * Modifications to equipment, the use of special aids to employment and job restructuring if needed to help the employment of disabled workers. * Adaptation of premises where necessary. * Close co-operation with the local jobcentre. Employers with constructive employment policies for disabled people are invited to take part in next year's Fit for Work Award Scheme. Details can be obtained from the Manager, Central Awards Unit, Manpower Services Commission, Room W1030, Moorfoot, Sheffield S1 4PQ. (Tel: Sheffield (0742) 704511) or from your local jobcentre.

'Fit for Work' Awards 1985

Tanker captain describes narrow escape in Gulf

Bahrain (Reuters) - The crew of a West German ship had only a couple of seconds' warning before a missile or rocket ripped into it in the Gulf on Tuesday night, the captain said yesterday.

"The mate told me he saw a green light glowing in the air, and two or three seconds later there was an explosion", Captain Arno Maasland of the 16,169-tonne Jolly Indaco said.

The container ship, on its way from North Yemen to Kuwait, was attacked near the Ras Tannurah lightship, about 50 nautical miles north-east of Bahrain and the same distance from the Iranian coast.

The crew saw no planes and did not know if their attacker was from Iran or Iraq. "I just heard this noise in the night, a big explosion", Captain Maasland said.

The missile ripped an 8yd by 10yd hole just above the water line on the starboard side, he said. It struck an empty cargo section. There were no casualties.

Water poured in, but Captain Maasland said everything was soon under control. "I can pump out as much water as I'm taking in", he said, speaking at anchor off Bahrain, where the Bremen-registered ship arrived under its own power yesterday morning.

The explosion occurred at the time Iraq said it had hit a "large naval target", a term it uses to refer to oil tankers or other merchant ships.

Kuwait, the ship's destination, is a supporter of Iraq, and the vessel was hit on the side facing Iran. Neither Iraq nor Iran has been known to hit "friendly" ships by mistake.

Atlanta landslide gives Young second term

From Trevor Fishlock, New York

Mr Andrew Young started a second term as mayor of Atlanta, Georgia, yesterday, winning an easy election victory which endorsed his controversial leadership.

Mr Young was regarded with anxiety in the city's white business community when he first ran for mayor in 1981. His campaign then received little white business support and the voting split broadly on racial lines.

In his first term he proved his skill both as a fence-mender, improving relationships between blacks and whites, and as a business promoter. White businessmen regard him as a good leader.

He was strongly criticized by blacks for supporting a sales tax that business wanted, but which hit the poor. He argued that blacks would be helped because the tax would make Atlanta economically stronger. He told businessmen: "I will support the tax, but I expect you to support things that are important to me. Let's start talking about black employment."

Mr Young, who is 53, was an assistant to the Rev Martin Luther King during the civil rights campaigns of the 1960s. After five years as a congressman he was America's representative at the United Nations for two years during the Carter Administration.

Abbey Hill Vehicle Services
Laura Ashley Ltd (Oswestry)
Assembly and Automation
Electronics Limited
Barclays Bank
(Local Head Office) plc, Reading
Basildon District Council
Geo Bassett & Co, Ltd
Max Bernstein & Son Ltd -
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Bovis Construction Limited
British Aerospace, Samlesbury
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British Steel Corporation,
Teesside Works
Matthew Brown plc,
Blackburn - Brewers
CMT Wells Kelo Ltd -
Toy manufacturer
Cadbury Ltd, Keynsham
Camtex Fabrics Ltd
Compair Power Tools Ltd
Cossor Electronics Ltd
Courtauld Technical & Industrial
Fabrics Ltd, Carlisle
Cranfield Institute of Technology,
Department of Fluid Engineering and
Instrumentation
DAKS - Simpson Ltd -
Manufacture of Gents Clothing
Davies Products Ltd -
Toy and Hardware Importers
Dorron Roller Ltd -
Manufacture of Steel Rollers
Durapling Electricals Ltd
East Kilbride District Council
H Edgard & Sons (London) Ltd
Ferranti plc (Scottish Group)

Footprint Tools Ltd
Gordon Ford, Stockport -
Garage
GEC Measurements Ltd, Stafford -
Electronic Equipment Manufacture
Goodlass Wall & Co Ltd -
Paint and Varnish Manufacture
Grampian Country Chickens
(Buckburn) Ltd
Guest & Chimes Ltd -
Waterworks Equipment
Hobourn Eaton Ltd -
Light Engineering
IBM United Kingdom Ltd, Greenock
ICI plc, Mond Division -
Lime Quarrying and Processing
Irvine Development Corporation
Kent Industrial Measurements Ltd -
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Lakeland Pennine Group plc -
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London Borough of Lambeth
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Lantor (UK) Ltd -
Fabric Manufactures
Patricia Lester Ltd -
Gown Design and Manufacture
Lion Systems Development Ltd -
Data Communications Systems
Llanelli Borough Council
London Overseas Mail Office
R H Lowe plc (Larne) -
Leisure Wear Manufacture
McDougalls Catering Foods Ltd
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Furniture Manufacture
M & F Components Ltd -
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ML Engineering (Plymouth) Ltd -
Railway Signalling Equipment
Manganese Bronze Ltd -
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Marconi Secure Radio Systems Ltd,
Dunfermline
Marconi Underwater Systems Ltd,
South Wirral - Weapon Systems
Marks & Spencer plc,
Church Street, Liverpool
Albert Marston & Co Ltd -
Building Hardware Manufacture
J & G Meakin,
Member of the Wedgwood Group -
Creative Tableware Manufacture
Metal Box Engineering,
a Division of Metal Box plc
Monklands District Council
NEI Mining Equipment Ltd,
Reynolds Belmos
The Nestlé Company Ltd, Stranraer
Newman's Footwear Ltd
North Western Electricity Board
Oldham Batteries
Oldham Head Post Office
Oldham Metropolitan Borough Council
Ossam (GEC) Ltd, Oldham
Plessey (Telecommunications),
Liverpool
H W Poole & Son Ltd -
Surgical Footwear and Appliance Makers
Power Equipment Ltd -
Sound Proofing Engineers
Preformed Line Products
(Great Britain) Ltd -
Communications Engineers
Prestwick Circuits Limited -
Printing Circuit Boards Manufacture
Provincial Insurance plc, Kendal
Prudential Assurance Co Ltd, Reading
Queen of Scots Knitwear
Quinton Hazell (Automotive) Ltd -
Car Component Manufacture
RHP Bearings Ltd, Blackburn
RHP Industrial, Newark -
Industrial Bearing Manufacture

William Reed Weaving Ltd -
Nylon and Ribbon Manufactures
Relyon Ltd -
Bedding, Furniture and Foam Manufacture
Rolls-Royce Limited, Levensden
Rowntree Mackintosh plc (York) -
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Signode plc -
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Cheltenham Division
G Stephenson
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Sterling Metal Limited -
Founders and Castors
Strathclyde Regional Council, Social
Work Department (Cunningham Area)
TI Interlock Limited -
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The Beirut kidnappings

Muslim group pleads for release of Soviet envoys held in Lebanon

From Our Correspondent, Beirut

A Muslim fundamentalist group yesterday appealed for the release of three Soviet diplomats kidnapped in Beirut last month, but the call came amid a new spate of sectarian abductions in the Lebanese capital.

On Tuesday, gunmen released two British women held hostage in Beirut for 13 days. Miss Hazel Moss, aged 42, from Derby, and Miss Amanda Magrath, aged 28, from Portsmouth, told reporters they did not know who had kidnapped them.

Yesterday's appeal was made by the spokesman of the pro-Franj al-Hizbullah or "Party of God", Shaikh Muhammad al-Amin, who said "the Islamic organs" trying to put the blame on Islamic groups were behind the kidnapping of the Soviet diplomats.

"We hope all will cooperate in bringing about the safe and prompt release of the Soviet hostages now that the crisis of Tripoli has been resolved," Shaikh al-Amin said in a statement published by Lebanese newspapers.

A previously unknown group calling itself the Islamic Liberation Organization, admitted

responsibility for kidnapping four Soviet diplomats in Beirut on September 30. The group still holds the Soviet Embassy press attaché, Mr Oleg Spirin, Commercial attaché, Mr Valery Mirikov, and the embassy doctor, Dr Nikolai Sversky. The fourth man, a consular section secretary Arkady Kaikov, was shot dead and his body found in West Beirut last week.

The kidnappers had demanded Soviet pressure on Syria, its main Middle East ally, to end the 19-day siege on the Lebanese city of Tripoli by leftist, pro-Syrian militias fighting Sunni Muslim fundamentalists of the Tawheed, or unification movement.

Meanwhile, police said gunmen briefly kidnapped five Christian Lebanese journalists and the wife of one of them and their Muslim driver after they crossed into the city's mostly Muslim Western sector going to work at the independent French language *L'Orient-Le Jour* daily.

Police said they were freed unharmed four hours later after direct intervention by Mr Nabih Berri, Lebanon's Justice Minister and leader of the Shia Muslim Amal militia.

They were the latest victims

of the current round of sectarian abductions. More than 70 other people have been abducted on both sides of Beirut's dividing green line in the last three months.

MOSCOW: The Soviet Union is continuing its unusually frank coverage of efforts to save the three kidnapped Soviet Embassy employees. Breaking with tight-lipped tradition, the Kremlin has printed daily reminders of the kidnapping and subsequent killing of Mr Kaikov.

In two separate reports from Lebanon, TASS carried local condemnations of the attack and calls for efforts to locate the missing Soviets. "The wave of indignation with this crime which swept Lebanon is a manifestation of the true attitude of the Lebanese people to the great Soviet friend," said a statement from the Lebanese Communist Party carried by TASS.

The Soviet public has still not been told the identities of the three men still held. "The Russians are treating it seriously, there is a steady media coverage, but at the same time it is not front page news," said a western diplomat.

Geldof finds famine on retreat in Mali

From Paul Valley, Bamaka, Mali

The famine in Mali is over, for this year at least. Bob Geldof, chairman of the British and American Live Aid Trust fund, seemed surprised but happy to hear as much on the first full day of his tour of the drought-stricken countries of sub-Saharan Africa.

In a series of meetings with Government officials, and representatives of leading international donors and voluntary agencies in Bamako, Mr Geldof was told that people were no longer starving to death here.

There are now said to be adequate levels of food aid in the country and a more or less normal harvest is being predicted. Indeed some experts are concerned that the amounts available might ruin the market for locally grown grain, especially as a lack of rain in the past three weeks may mean that the crops which flourished in the good rains in July and August could now form impoverished grain kernels.

"I expected things to be far

worse," Mr Geldof said on Tuesday. But now that the emergency stuff is over there being the hard slog of putting the place back on its feet.

More than one million of Mali's seven million inhabitants were severely affected by the famine which was the culmination of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The main residual problem is with the 150,000 destitute nomads who are still encamped far south of their usual homelands. Most lost 80 per cent of their livestock; many lost their entire holding. Though the drought has broken now, many, according to aid workers, will refuse to return until there have been two or three years of good rains to restore their land.

Ethiopia resettling hunger victims

Ethiopia has again begun to move famine victims from the north to new collected farms and heavily guarded camps in the south, according to relief workers in Addis Ababa (Paul Valley writes).

In the past three weeks the controversial resettlement scheme has been restarted after a hiatus of almost six months which began with the announcement by the Ethiopian leader, Colonel Mengistu, that the programme had been completed, with 500,000 peasants resettled.

The news coincides with the publication of two reports on

the resettlement. The first, by Survival International, a conservation group led by the explorer, Robin Hanbury-Tenison, which is concerned with the protection of the rights of threatened tribal peoples, accuses the Dergue of callous behaviour. The second, by Cultural Survival Inc, an independent human rights group, claims that more people have died in the resettlement camps than in the refugee camps to which Ethiopian refugees fled in Sudan.

The British report, which

has been presented to the Human Rights Committee of the United Nations, speaks of families broken up, people moved at gunpoint, crammed into aircraft like sardines so that children were crushed to death, only to find on arrival in the south that there was neither food nor adequate preparation for their arrival.

Addis Ababa has denounced the Survival International report as politically motivated and claimed that it was "acting as an instrument of bandits and terrorists."

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"The chief difficulty is that the southward shift of population into an already underdeveloped area will overstretch it. To add to that, the problems of desertification in the region continue," Mr Geldof said.

Band Aid has earmarked \$1 million (£700,000) for Mali. Among the plans under consideration is the possibility of establishing aid warehouses in the overburdened area from which agencies and local people could quickly draw agricultural equipment without the usual three-month delay while waiting for items to be transported from the west coast ports.

Another scheme would involve well drilling and re-aforestation to create a string of man-made oases in an attempt to halt the southward spread of the Sahara.

Yesterday the two-man Band Aid team will fly to Timbuktu and Gao, the most devastated parts of the country, for further information on the schemes.

Palestinians may have hijacked the wrong ship

From Ian Murray, Jerusalem

Israeli sources believe the hijack of the Achille Lauro was a terrorist operation which was bungled. The Palestinians involved are thought either to have taken over the ship before they were meant to, or even to have taken over the wrong ship.

Another theory is that they never meant to take over the ship at all, but simply use the liner as a means of transport into Israel through the port of Ashdod, where it was due to have docked on Tuesday.

Whatever the original plan, it seems clear that the hijackers were taken by surprise on finding that there were no Israeli passengers on board who could be used to force negotiations with Jerusalem. It is possible they were also quickly demoralized at being disowned by the Palestine Liberation Organization, and even the Palestinian Liberation Front which they claimed to represent.

The hijack could have been meant to happen after the stop-over in Ashdod, when there would have been Israelis on board. Another theory is that the real target was the Norwegian liner Royal Viking Sky, which docked in Alexandria two days before the Italian ship with President Reagan's daughter, Mrs Maureen Reagan Morgan, on board. The consequent tight security around that ship could have frightened the hijackers off.

But the fact that only four hijackers were involved has strengthened the view that they were really planning to slip ashore at Ashdod. With Israel's land borders very difficult to pierce, Palestinian militants have recently been concentrating on trying to get into the country by sea to



The Achille Lauro hijack ordeal is over for these British women, four of the six Britons among the ship's crew: Carina Tubby and Michelle Gillen (above) and Louise Barr and Victoria Jayne Gooch (below). "Our prayers have been answered," Miss Gooch's father Reg said last night.



mount their commando operations. The PLF in the past have often attempted the unorthodox. They have tried to send in men using balloons and motorized hang gliders. The Israeli Navy has succeeded in catching two yachts being used to bring in Palestinians by sea. The murderous attack on an Israeli boat in Larnaca last month is seen as an act by militants frustrated at their failure to pierce Israeli security. Israel is reported to have warned several countries some months ago that a ship hijack was a possibility and to have begun specialist training to deal with such an event. But with no Israeli citizens involved this time, the country could afford the luxury of sitting back and letting those involved try to deal with the situation. "The Israeli defence forces are not mercenaries," Mr David Levy, the Deputy Prime Minister, said when asked if Israel would help.

A Foreign Ministry spokesman insisted that the hijackers were under orders from Abu Abbas, an executive member of the PLO and leader of the PLF faction which supports Mr Yasser Arafat. Israel is determined that every act of this kind stems ultimately from the PLO.

Falklands anger at talks with Alfonsín

The newly elected Falkland Islands Legislative Council has begun its term of office with a strongly worded statement objecting to recent contacts between President Alfonsín of Argentina and British opposition leaders (Alan Hamilton writes).

Both Mr Neil Kinnock and Mr David Steel had separate talks with the President during his recent tour of the European capitals. In its statement, the Council said the Labour and Liberal leaders "gave no thought to the wishes, interests or rights of the Falkland Islands".

Grenada delay

St George's, Grenada (Reuters) - The Grenadian High Court has postponed until next year the trial of 19 government and military leaders for the murder of the former Prime Minister, Maurice Bishop. Judge James Patterson said a successor must first be appointed for Chief Justice Archibald Nedd, who retires at the end of the year.

Student battle

Dhaka (Reuters) - Four students were killed and at least 50 injured in a clash between pro-government and anti-government groups armed with spears and hockey sticks at a polytechnic institute here.

'Rambo' banned

Harare (AP) - Two American-produced films, *Rambo - First Blood* and the comedy thriller *Goathead*, have been banned from cinemas here by the Government after protests by the Soviet and East German embassies, cinema owners said.

Heart surgery for Peggy Lee



New Orleans (AFP) - The singer Peggy Lee, aged 65, was in satisfactory condition yesterday after a four-hour double-bypass heart operation. She was expected to spend a week to 10 days in the Touris infirmary here.

Beef go-ahead

Harare (AFP) - The EEC has authorized Zimbabwe to begin exporting beef to its members, which could earn Zimbabwe some £30 million per year.

Médici dies

Rio de Janeiro, Brazil (AP) - Emilio Garrastazu Médici, the hardline right-wing military president of Brazil from 1969 to 1974, has died in hospital at the age of 79 from "kidney, respiratory and circulatory failure".

Off the tracks

Harover (Reuters) - A man who threw himself in front of a speeding train, in an apparent suicide attempt, and was then run over by a second locomotive minutes later, escaped with only minor injuries, police said here. He landed between the rails and missed the wheels of both trains.

Red-handed

Hong Kong (Reuters) - Police hunted a bank robber who was foiled by a novel security device - a bundle of banknotes which exploded in a cloud of red dye after being detonated by remote control.

Aids leave

Berne (AP) - Swiss men carrying the AIDS virus will be exempt from military duty until it is decided whether they are physically capable of serving, the Defence Ministry said.

Free-market plea from Singapore

From Michael Binyon, Washington

Mr Lee Kuan Yew, the Prime Minister of Singapore, yesterday made a strong appeal to a joint session of the US Congress not to pass protectionist legislation, saying it would be catastrophic for world trade.

"A replay of the depression of the 1930s which led to World War Two will be ruinous for all," he said. "All the major powers in the West share the responsibility for not repeating this mistake. But America's is the primary responsibility, for she is the anchor economy of the free-market economies of the world. In your hands, therefore, lies the future of the world."

Mr Lee said putting up barriers to America's markets would halt the economic advancement of the free-market-oriented developing countries. It would send a signal that the model provided by the countries of East and South-East Asia was no longer an available option.

His appeal came after President Reagan had praised Singapore's free market policies and "dazzling" economic success. Mr Reagan said he stood "shoulder to shoulder" with Mr Lee against trade barriers.

Welcoming the Singapore leader to the White House at the start of his three-day visit on Tuesday, Mr Reagan gave a strong warning to Congress not to enact protectionist legislation.

Pointing out that Singapore was one of the most open trading markets on the planet, with more than 400 US firms based there, he said a principal US foreign-policy objective was to protect and expand free trade by opening markets now closed or unfairly regulated.

In a dinner speech at the White House later, Mr Lee accused Congress of yielding to pessimism in moving towards protectionist legislation, and he praised Mr Reagan for resisting it. "You have not yielded to such despair," he said. "You will astound your critics yet again when your turn this spell of apparent adversity to advantage by opening up foreign markets and creating new jobs for Americans."

Worried Dutch to quit Unifil force

From Robert Schull, Amsterdam

The Netherlands is withdrawing its Unifil contingent from South Lebanon when the current United Nations Security Council mandate for the peace-keeping force ends on October 19.

The Dutch Government feels that increasing risks to its 150-man contingent, mostly volunteer conscripts, are no longer acceptable, because the peace-keeping force cannot fulfil its mandate, which was to supervise withdrawal of Israeli forces from South Lebanon and restore the authority of the central Lebanese Government.

But, according to The Hague, Unifil is operating in a "political vacuum". The Dutch think that a Unifil-type peace-keeping operation has only been successful within the framework of a political and diplomatic peace process such as the multinational force in the Sinai, which operates under the terms of the Camp David Agreement.

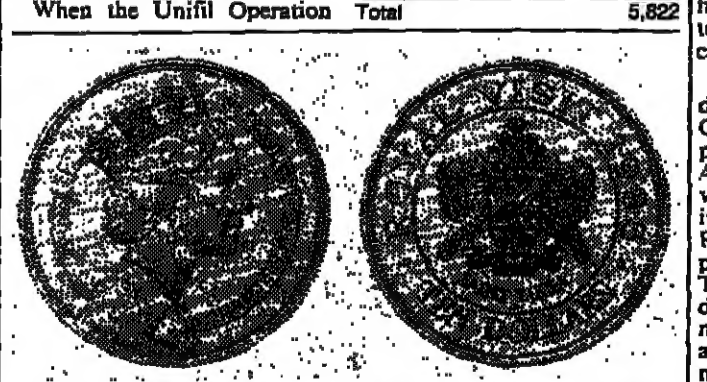
When the Unifil Operation

started in 1979, the Dutch participated with an 800-man battalion. The Dutch presence in South Lebanon was reduced to its present company strength after the Israeli invasion of Lebanon in 1982.

In all, 8,500 Dutch soldiers served in Lebanon.

The current composition of Unifil is:

	Infantry	HQ	Logistics
Fiji	825		
Finland	500		
France	510		
Ghana	571		
Ireland	338		
Nepal	666		
Netherlands	182		
Norway	647		
Ghana	138		
Ireland	91		
France	770		
Italy	204		
Norway	150		
Sweden	150		
Total	5,822		



One of a series of nine coins produced by the Royal Mint to celebrate the Queen's Caribbean tour

The Queen sets off for tour of the Caribbean

The Queen left for her Caribbean tour yesterday, smiling and waving for photographers as she boarded the aircraft at Heathrow. High Commissioners from the area she is visiting were at the airport to bid her farewell.

She is going to 10 former British colonies and will attend the Commonwealth Prime Ministers' Conference in the Bahamas.

The Queen chatted briefly to the High Commissioners in the

lounge at Heathrow's VIP Southside area, before walking to the British Airways Tristar which was taking her initially to Belize.

Dressed in a fuchsia-pink coat with white hat, white gloves and black shoes, she turned briefly at the top of the steps to wave before entering the aircraft.

Officials from the royal household travelled with her and the Duke of Edinburgh is expected to join her later.

US studies Soviet fine print

From Frederick Bonnart, Brussels

The Soviet arms control proposals differ from previous positions in that the 30 per cent cut on offer is a positive element. Mr Paul Nitze, president Reagan's senior arms control adviser, said that the fine print would, however, have to be studied before an American reaction was possible.

Speaking in Brussels yesterday after briefing the Nato Council on the detailed Soviet proposals presented to the American negotiators at Geneva, Mr Nitze said that it was important to realize that the Russians had not proposed a 50 per cent cut in nuclear weapons. Their proposals only applied to delivery systems, such as missile launchers or bombers, any of which could carry a number of warheads.

Mr Nitze added that the proposals were an expanded version of those made by Mr Mikhail Gorbachev, the Soviet leader, during his Paris visit.

but there were differences of emphasis.

The Soviet proposals also included a 60 per cent sub-celling on each category of weapons, Mr Nitze said. Nato analysts add that each side would then have no more than 60 per cent of its total nuclear arsenal in either land-based, sea-based or air-based weapons.

A reduction on the Soviet land-based intercontinental ballistic missile force which the Americans consider to be the greatest threat due to its size, throw-weight and accuracy, would go some way towards meeting American security concerns.

Mr Nitze also pointed out that the wording of the Soviet proposal would mean a cut in the American Pershing 2 and cruise missiles deployed in Europe while leaving the Soviet SS20s untouched.

Concerning Mr Gorbachev's claim that there were no more than 234 SS20s in Europe, Mr Nitze said that the previous

American position that there was a total of 441 SS20s deployed worldwide remained unchanged.

Nato announced the convening of a special foreign ministers North Atlantic Council for October 15 in Brussels, for consultations with Mr George Shultz, the US Secretary of State, on the forthcoming meeting between President Reagan and Mr Gorbachev.

GENEVA: The chief Soviet negotiator Mr Viktor Karpov said yesterday Moscow was still awaiting an answer from the US to its latest arms control proposals, but acknowledged that Washington might need more time (Reuters reports).

Mr Karpov said the Soviet delegation was still explaining details of the new package proposals which Mr Gorbachev put forward last week in France. "We are explaining our position but the essence of our proposal is already on the table. So we await an answer."

2,000 homeless in Puerto Rico floods

Ponce, Puerto Rico (AP) - With at least 66 people killed in floods and mudslides, the Governor of Puerto Rico declared three days of mourning and announced a multimillion-dollar emergency aid plan for the victims. He called it the worst tragedy in the US island's history.

The Governor, Mr Rafael Hernandez Colon, said he had talked to the White House about obtaining technical help

and federal aid in the aftermath of the tropical deluge that triggered the disaster.

Mr Jose Dapena Thompson, mayor of Ponce, a city of 190,000 people, urged President Reagan to declare it a federal disaster area "as soon as possible". He estimated damages in the island's southern region would total "more than \$100 million".

About 300 National Guardsmen, called out when a state of

emergency was declared, worked with civil defence workers and volunteers in search of bodies in the Mameyes shantytown.

The Puerto Rico legislature authorized the release of \$10 million in contingency funds for emergency relief. Mr Hernandez Colon said 40 municipalities were disaster areas and the top priority would be finding new housing for an estimated 2,000 people left homeless.

Thousands pray away apartheid

From Michael Hornsby, Johannesburg

Thousands of South Africans of all races, but mainly blacks, took time off from work yesterday to pray for peace and to atone for what was described as "the national sin of apartheid".

Early reports from businesses in the Johannesburg area put black absenteeism as high as 40 per cent. Some people took the whole day off to pray, others attended prayer services during extended lunch breaks.

The idea for the day of prayer originated at a conference in Natal last month, the National Initiative for Reconciliation, attended by about 400 churchmen from 48 denominations.

At the conference, Bishop Desmond Tutu, the Anglican Bishop of Johannesburg, initially called for a week-long "stay-away" from work later reduced to a one-day "pray-away".

Black trade union leaders, annoyed at not being consulted by Bishop Tutu before he made the proposal, pointedly did not associate themselves with the day of prayer.

Speaking on Tuesday night on his return from a trip to Britain, Bishop Tutu said: "The impressive and new element is that there were (white) members of the Dutch Reformed Church at the meeting when we agreed on this."

Scattered acts of violence were reported during the day.

Ban relaxed: Pretoria has announced that the racial segregation by cinemas is to be relaxed, but typically has hedged this welcome reform with qualifications and conditions.

The two main cinema chains, Ster-Kinekor and UIP Warner, an American company, have been told they may apply to open their establishments to all races in the central business districts, but not suburbs, of Johannesburg, Cape Town, Durban and Pietermaritzburg. Drive-in cinemas will also be desegregated.

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THE ARTS

Theatre

Spectacular boldness

Les Misérables
Barbican

There is already something ill-fated in the prospect of the commercial and subsidized theatre joining forces to outdo the profits of *Cats* with a musical dealing with the wretched of the earth; and my most positive feeling about Tuesday night's multi-authored adaptation of Hugo's *Les Misérables* is gratitude that it drove me to read the book.

The temptation for readers in this situation is to quarrel with any adaptation for its omissions and liberties instead of judging the adaptation on its own merits. But, for the record, Alain Boublil and Claude-Michel Schönberg had done a capable gutting job. They present a clear outline of the epic contest between Jean Valjean, the saintly ex-convict, and his implacable pursuer, Javert; including Valjean's defeated attempt to save the wretched Fantine, and his lifelong devotion to her daughter, Cosette, only to lose her to a young lover, Marius, amid the Paris barricades of 1832.

The adapters cut corners with boldness and ingenuity, finding fresh situations where Hugo's are theatrically unworkable, and preserving the essential sense that Valjean and Javert are two of a kind - belonging, as Hugo puts it, to the "two classes of men whom society keeps at arm's length: those who prey on it and those who protect it". The one tell-tale omission of any reference to the privately amassed fortune that keeps Valjean going during his years in hiding.

Almost the whole text is set

to music, and, there again, the job has been efficiently done; particularly in the first act where an opening prison chorus, "Look Down" (staged like a grim Doré cartoon), recurs as a grotesque tavern dance, and then introduces the urban poor when the action moves to Paris. Synchronization between music and events is very precisely calculated. In the Thénardi's tavern - childhood home of the Cinderella-like Cosette - Alun Armstrong as the criminal proprietor again has a rousing beer-hall number where he simultaneously plays the genial host, lets us in on the tricks of tavern-keeping, and slides round to the kitchen to mince unmentionable offal into the establishment's sausages.

Mr Schönberg's score is inclined to inflate single phrases into an entire number, and support the action with ominous vamps and chordal repetitions suggesting a synthesizer, but it keeps things moving - until, that is, it comes to the lovesongs. Love, heaven knows, is an important feature of the novel, but, as treated here, everything grinds to a halt for Fantine (the studiously tubercular Patti LuPone), for Cosette and Marius, and for the torch-carrying Eponine whose role has been developed so as to present Marius as even more insensitively thick-skinned than Hugo makes him.

Once that pattern has been set up, the show increasingly gives itself up to spectacle and push-button emotionalism at the expense of character and content. In Hugo, poor Fantine sacrifices her hair and then her teeth to pay for Cosette's upkeep. In the world of the musical, the worst that can

befall her is to go on the streets, which conveniently supplies a pretext for a chorus of prostitutes.

Prodigies of talent, energy and money have been poured into this production, only to confirm the general rule that musicals trivialize everything they touch.

This is particularly infuriating as Trevor Nunn and John Caird's production repeatedly gives notice of having some serious business with us. The faithful chordal openings to each of the main sections, presenting gauze tableaux of the poor, strike a note of historical judgement which is then frittered away by following events which make Hugo, the melodramatist, look soberly naturalistic.

Of the company, Colm Wilkinson's Valjean scolds in passages of desperate flight and, emotionally matching his supposedly giant physical strength, but, as the evening progresses, you become increasingly grateful for Mr Armstrong's Thénardi, a sewer-rat with wit and staying power, who is the one character too real to be absorbed into the spreading quicksands of romance.

Roger Allam, a fine voice among a company of good voices, retains his wolf-like presence until his final dive into the Seine; brilliantly presented by the raising of the bridge. Of John Napier's sets for Paris, one can only say that their assembly of rotting timber and ironwork, locking together like two ungainly monsters to form the Gorbau tenement or the barricades, match up to Hugo's own amazing descriptions of the city.

Irving Wardle

Barbara Day introduces
Theatre on a String,
appearing in Bristol's
Czech Fest which
begins today

Montage of ideas

Boleslav Polivka in
The Fool and the Queen



The Theatre on a String (*Divadlo na provazku*), which appears in Bristol's Czech Fest, beginning tonight, demonstrates the vigour of the young theatres which have flourished outside Prague in recent years. They come from Brno, and their original name, "Goose on a String" (*Husa na provazku*), links the company with an avant-garde tradition in the capital of Moravia which goes back to the first republic. It was the title of a book of stage and film scenarios by Jiri Mahen, who committed suicide in the spring of 1939 in protest against the Nazi occupation. He belonged to an independent Brno culture which has often expressed itself, with greater freedom than that of the more closely-observed Prague.

Brno was a society which loved the operas of Leoš Janáček long before they were appreciated in Prague, and the home of Vladimír Gama, who staged the first constructivist productions in Czechoslovakia. Emil František Burian, a director of European stature, twice worked in Brno - as the militant director of an experimental studio at the turn of the Twenties and then again in 1945, after four years in a concentration camp.

The work of Burian was the inspiration for the founding of the Theatre on a String in 1967. Two members of the Mahen Theatre, Srba and Sokolovsky, were also teachers at the Janáček Academy of Arts. With students and young actors they began to rehearse in such time and in such places as they could find, on productions which would not have been appropriate for the official theatre. From the beginning the company has rarely staged traditional plays, turning rather to non-theatrical texts such as the poems of Morgenstern and Edward Lear. The written script is less important than its idea. Working on Burian's principles of selection and montage, the company engages in a search for a "stage language", composed from the elements of movement, words, music, costume, light, space.

This "irregular dramaturgy" (*nepravidelná dramaturgie*) establishes the company as part of the popular contemporary theatre known as *autorské divadlo*, or "authors' theatre". The author is not necessarily the writer, or even the director. The name implies that the work is compiled by one or more of the performers themselves. It includes a range of possibilities: dramatizations of novels, stagings of poetry and songs, new versions of the classics, mime, puppetry, cabaret. This kind of work increases the responsibility of the performer, who must be capable of creative improvisation with the director and dramaturg in rehearsal. The company also experiments with flexible stage space and performs in gymnasium, street or circus tent: its own "theatre" is a simple room in the city's art gallery.

In Boleslav Polivka, actor, author, director and clown, the Theatre on a String gained an outstanding personality of the

autorské divadlo. Polivka studied at Brno's Janáček Academy in the Sixties, regularly visiting Prague to see performances in the small theatres. He joined the company when it became professional in 1972, and stages a production of his own every year. These include *Pezze versus Corba*, mayhem between two warring families in a circus ring, and *The Fool and the Queen*, dialogue with a ruler unable to speak the language of those she attempts to subjugate. Bristol's *Commedia dell'arte*, in which Polivka stars, is directed by Peter Scherhauser - a production devised for the company which can be adapted according to the performers available.

Central to the action is the theme of master and servant, the age-old contest between the boss and his devious underling. This version of *Commedia dell'arte* is theatre from the streets, played on a portable stage. The performers, even by the exacting standards of the Czechoslovak stage, perform physical feats such as duelling with torches with fantastic energy and skill.

The Theatre on a String appears as part of a festival, directed by John Adler of the Bristol University Department of Drama, which juxtaposes related achievements of Czechoslovak artists. Set designs for Theatre on a String are included in the exhibition of stage design at the Van Dyck Gallery, assembled for the festival by Prague Theatre Institute: whilst examples of Burian's work will be shown in the course of a lecture by Karel Brusák, an associate of Burian in the Thirties.

Janáček is represented in *Intimate Voices* at the Theatre Royal: the jazz musicians Jiří Stivín and Rudolf Dědek will appear against the background of Magdalena Jeřelová's sculptures at the Arncliffe Gallery. Another visitor from Prague is the organist and composer Petr Eben. He too is part of the *autorské* tradition, with his interpretations of Komenický (Comenius) and Jaroslav Seifert. The former will be performed in the University Great Hall and the latter, from the cycle of poems about the Nazi occupation, in Bristol Cathedral. Folk dancing, food, photography and the British premiere of *The Children of Terežín* are also included in the Czech Fest.

The Theatre on a String, whose visit is financially supported by the Czechoslovak Ministry of Culture and by Visiting Arts of Great Britain, belongs to a tradition which includes not only Burian and his contemporaries but also Otomar Krejča and Jan Grossman, whose work is remembered here from Peter Daubeny's World Theatre Seasons. At the same time they are completely of their own age and the characters and situations in their *Commedia dell'arte* derive from the world around them.

The author is Administrator of the Bristol Czech Fest and is carrying out research into twentieth-century Czech theatre.

Television

Factual fictions

The March of Time (Channel 4) marched us back to an earlier era of film journalism, with the start of a series devoted to the internationally-distributed *Time-Life* cinema newsreel which was introduced in 1935 with the aim of revolutionizing this medium. To modern eyes the cavalier use of reconstructed scenes, extending even to Nazi impersonations used to speak and act for leading politicians of the day, amounts to an unparalleled deception. Small wonder that the newsreel appeared indistinguishable from the fictional films it accompanied.

Last night's introductory programme looked at the coverage of four stories in detail - that of an American tourist, fined \$6.60 for a motoring offence in France, who asked for the money to be set off against the million-dollar French war debt; a prohibition raid on a nightclub; an episode of "industrial warfare" when strike-breakers travelled from New York to Georgia; and a lengthy feature on Jewish emigration to what was then called Palestine. Despite the cheerfully mendacious mode in which information was presented, contemporary attitudes were conveyed with perfect accuracy, from the American

resentment of Europe to the false optimism about the creation of the Promised Land.

Most interestingly, the programme revealed a severe degree of censorship in Britain in these pre-war years. While American audiences were invited to consider Jewish migration to the future land of Israel in the light of Nazi persecution in Germany, British audiences were not. An extensive sequence, including emotive reconstructions of Nazi thugs, a clear presentation of Hitler's anti-Jewish legislation and an admirable map showing how Jewish people were fleeing Germany for destinations in Europe and the US as well as the Middle East, was cut from the British version.

The *March of Time* will continue for 10 weeks, in which period it will no doubt be possible to discover many other instances of information manipulation. Modern technology now makes much of this chicanery obsolete: editors nowadays demand on-the-spot coverage preferably delivered on the day of action. Nevertheless it is valuable to reflect on the extent to which the camera can be made to lie.

Celia Brayfield

Sinfonietta/Eötvös
St John's

Sounds have been bubbling up from the underground research unit at the Pompidou Centre from time to time. Three years ago there was Boulez's *Repons* at the Proms, and the radio and gramophone have kept us sporadically informed. But there has been nothing like the present prospectus "IRCAM in London", which in three concerts - the remaining two are on Saturday - is presenting nine works produced at the Institut de Recherche et Coordination Acoustique/Musique: it is a most useful effort of the BBC to bring this compact festival to London.

The three works we heard on Tuesday night were all for ensemble and tape, a mixture that has been favoured at IRCAM for practical and aesthetic reasons. In the first place, one arm of IRCAM is the Ensemble InterContemporain, who needs a repertoire. But then, less mundanely, there are virtues in using conventional instruments to guide the ear into and out from the imaginary screen of electronic sounds projected from loudspeakers - virtues that Varèse, Stockhausen and Boulez himself had discovered in the 1950s.

There are also, however, corresponding risks. Whether

composers or listeners, we are all inevitably more familiar with clari-fic and violins than with unknown, unplaceable noises, and familiarity in this case breeds interest rather than contempt. The electronic part therefore has to be better composed than the orchestral if there is to be a real partnership, and yet the training of most composers is against this. Certainly Tristan Murail, Nigel Osborne and York Höller all came up from IRCAM with music whose orchestral expertise sounds far greater than the electronic.

Perhaps this is least true of Murail's *Desintégrations*, which proceeds confidently through great soundscapes in which instrumental and artificial sounds wash about together. As in much of this piece, the composer's work, the concern is with harmonic spectra, with shifting attention about within the structure of sounds: the piece is a sort of clangorous aural microscope.

Osborne's *Alba*, setting four poems by Beckett, is much easier to grasp as a form. Its opening section, on the grey post-war hopelessness of "Saint-Lô", curiously but not inappropriately recalls the *War Requiem*: there is then a tumultuous, rampaging dying into blankness, a very simple but effective duet for singer and tape and a finale tying the ends together. Linda Roberts was the excellent soloist, with the London Sinfonietta under Peter Eötvös, who also played keenly and exuberantly in Höller's *Arctus*. Composed in the early days of 1978, this suffers from rather crude electronic transformations of instrumental sounds, but the orchestral music is vivid enough to shield, yet in another sense to amplify, the underlying problem of different levels of sophistication.

Paul Griffiths

Bernard Roberts
Wigmore Hall

Somebody once anonymously sent an Alka-Seltzer to a colleague who had been rather lukewarm in his reactions to one of Bernard Roberts's recitals. On the strength of this recital I can understand why. For, make no mistake, Roberts is a pianist of rare substance, one whose virtuosity is served by a deep humility. One feels

Stephen Pettitt

Opera
Orlando
San Francisco

San Francisco, like so many cities, is celebrating Handel's tercentenary with a lavish production of one of his 40 full-length operas. It is difficult to apportion credit for a production as completely satisfying as the new *Orlando*. Musically, dramatically and visually it was as sumptuous as it was honest, and constantly full of joy.

Sir Charles Mackerras conducted the score with affection and precision. The intensity of emotion he obtained from such slender orchestral resources (in one spellbinding sequence, from just two violas d'amore and a cello *pizzicato* playing on-stage) was remarkable in this 3,200-seat house. Every singing actor took his (or her, or his/her) role with winning seriousness, with every note and ornament elegant and on-target. The cast sustained the audience's attention through most of the many repeats and recitatives - tribute for which must be shared with the director, John Copley, who devised stylish, clever and usually appropriate stage business to diversify the scenes.

Michael Stennet's costumes glowed as colourfully as the music. John Pascoe's sets were a masterpiece of plastic-crafted

Noël Goodwin

neo-baroque. Wondrous ships and storms, caverns and woods, rococo fountains and divine eagles descend and ascend, roll smoothly in and out. God-machines and huge sunbursts seem as sensible here as in a Jacobean masque.

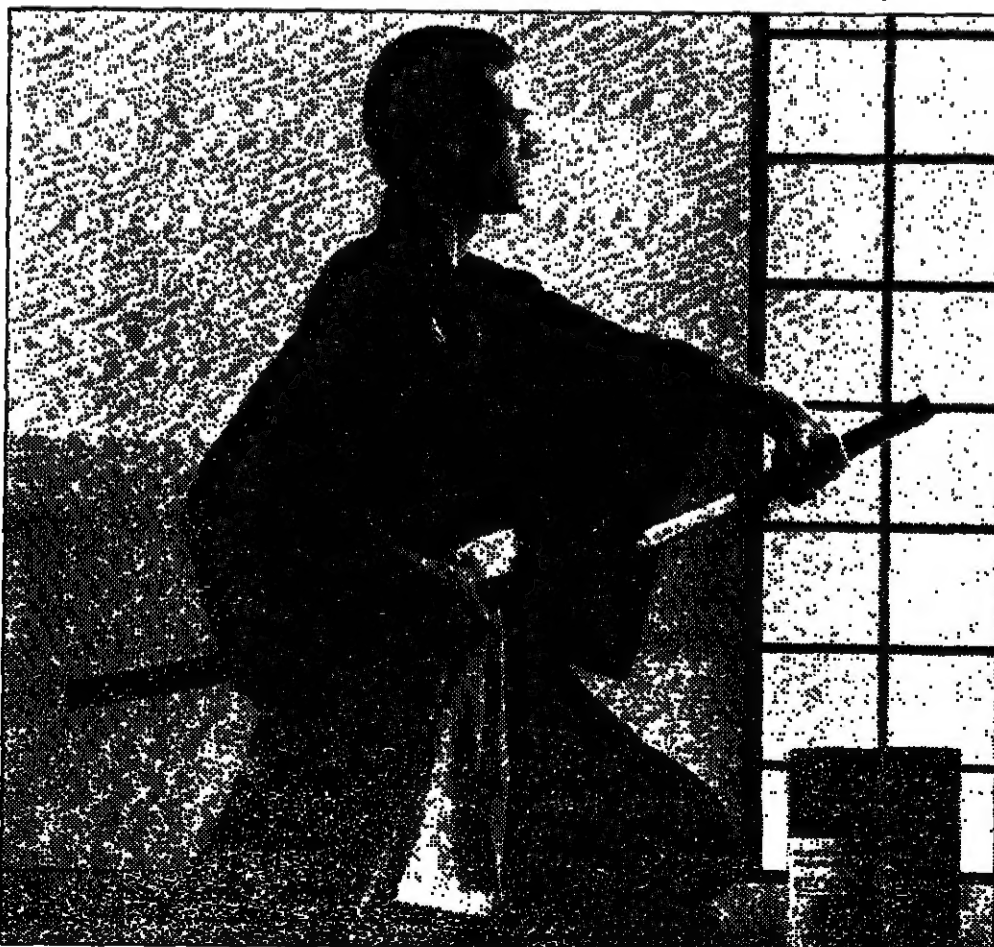
Marilyn Horne, like Janet Baker, can do all the extraordinarily challenging things the role of Orlando (originally a castrato-mezzo) requires. Her higher, "womanly" voice is more fluid and free than her chest range, in which she sometimes declaims more than sings. But her control and mastery over all the low coloratura were stunning, and her stage presence was suitably heroic. Valerie Masterson, as the splendidly-gowned Queen of Cathay who tempers Orlando into madness, has matured into one of the world's great Handel sopranos. Her voice, the night I heard her, was pure and beautiful: her pitch and shading were perfect.

Jeffrey Gall (Medoro) was the most dramatically convincing of counter-tenors, so persuasively did he move, so suavely did he sing. Two local singers - Kevin Langan as the magician Zoroastro (accompanied by four little Zoroastros) and Ruth Ann Swenson as the shepherdess Dorinda - were entirely at home in this stately company, at one with Handel's music and the emotions of their roles.

David Littlejohn

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SPECTRUM

The Tories' cheer leader

The Times Profile: Norman Tebbit

Norman Tebbit's deputy at Conservative Central Office, Jeffrey Archer, is getting a new car soon. It will be a Jaguar. The story shows that Tebbit is in charge. Archer, newly appointed, was filmed in front of his German BMW and the inevitable letters of remonstrance began. Tebbit drafted a reply, explaining that Archer had been unable to buy British because nothing British and suitable was available for early delivery.

Happily, the letter continued, Jaguar was now in better shape and could supply Archer, who would therefore be taking delivery very soon. A copy of the letter went to the astonished Archer - and Archer's hand went straight to the telephone. The silver grey car is on its way.

Tebbit's reputation at the party conference in Blackpool this week proves that the new chairman has arrived. The Tory party will follow him anywhere.

The first clear sign was on Tuesday when the representatives gave an inimitable ovation to a thin speech. They are a servile lot and may simply have been following Margaret Thatcher's lead. A more generous judgment would be that they were showing extra affection for the man who showed such bravery when pulled from the ruins of the Grand Hotel in Brighton last year.

But the applause seems to proclaim that Tebbit carries a heavy burden of the hopes of a party far less confident of its future than it was even a year ago. Perhaps that is why his smile was a little nervous. What magic qualities are the Tories looking for in this new hero? What is he made of? Will he rise higher?

The Tebbit career so far has been marked by accidents, some of them spectacular, to himself or his friends. Yet his emergence as chairman is seen by some as predestined, inevitable. One former minister, overtaken in his own career by Tebbit, speaks as if the man and the hour would be to be matched. "Norman Tebbit was dreamed up before he arrived," he says, and goes on to explain the vision which some Conservatives had in the late 1960s.

There was to be a less grand Tory party, with room for "us" as well as "them". It would be a party to represent the ordinary citizen who was no part of Whitehall, or the CBI, or the TUC. This new plain man's party would need the plain man's voice, not just his accent (which Ted Heath could supply) but his articulation. And suddenly came the man from Epping, elected to parliament in 1970.

From Norman Tebbit his colleagues heard with growing delight the genuine colloquial phraseology of the great excluded, wanting to know what they were doing with our money.

It rang true then and rings true now - the language of the native, shrewd, Englishman who will not be put upon, by Socialists, snobs, tyrants or anyone else, and who is convinced that he



Norman Tebbit 'A man full of paradoxes. Very nice, very tough... Loyal, friendly and ruthless'

BIOGRAPHY

1931	Born, second son of Leonard and Edith Tebbit	1972	Parliamentary private secretary to Minister of State, Department of Employment
1947	Started in journalism with <i>Financial Times</i> as market reporter	1974	Elected MP for Chingford
1949-51	National service in RAF, commissioned and qualified as pilot	1979	Parliamentary Under-Secretary of State, Department of Trade
1951-53	Various posts in publishing and advertising	1981	Minister of State, Department of Industry
1953-70	Civil airline pilot	1983	Secretary of State for Trade and Industry
1958	Married Margaret Elizabeth Daines; two sons, one daughter	1984	October 12: pulled from bomb wreckage of Grand Hotel, Brighton
1970	Elected MP for Epping	1985	Chancellor of the Duchy of Lancaster and chairman of Conservative Party Organization



Test of courage as a victim of the Brighton bomb

knows what is right and that most people would agree with him.

At first, from the opposition backbenches, this Tebbit gift of speech was a weapon levelled at Labour ministers. Margaret Thatcher, whom he backed for the leadership, enticed him with Nigel Lawson and Geoffrey Howe in the group which for two years met twice weekly, sometimes more often, to try to weave Commons questions into traps for James Callaghan and his Cabinet.

Tebbit earned a reputation then for verbal brutality for which he still pays a price. Some older Conservatives will never forgive him for an unpleasantness which they believe to be an important part of his character.

His friends protest that his roughness was never real but assumed, with the political objective, justified by events, of helping to knock the minority Callaghan government off its perch.

When the Conservatives came to power in 1979, Tebbit, appointed a junior minister in the Department of Trade, soon showed a different face, dealing competently and courteously with questions at the dispatch-box, more than ordinarily skilful in debate.

But his reputation as a hard man was undiminished when he reached the Cabinet in 1981, after rapid promotion, as Secretary of State for Employment in place of James Prior. It has never left him. From now on he was a national figure, supposedly brought in to shackle the unions with the despotic laws which Prior had been too decent to enact.

In Labour's eyes he proved his villainy when, a few weeks later, he interpolated a few words into the prepared text of his first Conservative conference speech. He recalled his father losing his job as a shop manager in east London: "He did not riot. He got on his bike and looked for work."

Labour took this up, unjustly, as a rebuke to all the unemployed. But it also established Tebbit as a Conservative hero. The conference knew that a James Prior or Harold Macmillan could not, and would not, have been so blunt; but they suspected again that Tebbit's was the voice of the ordinary man, and would be heard with approval by those who mattered - the potential Conservative voters.

At Employment, Tebbit showed

himself much more formidable than the public manner and apparent relish for a scrap had indicated. Some officials thought he might bully them, others that he would be easily contained. Both were wrong. They found him determined and straightforward, easy to work with but hard on anyone who crossed him.

Although there was continuity in the preparation of Prior's 1980 Employment Act and Tebbit's 1982 Act, Tebbit insisted on taking the crucial extra step which Prior, with most of the department behind him, had opposed. This was to allow unions to be sued, and their funds put into jeopardy, if they organized unlawful industrial action.

Many Tories thought Tebbit overbold. They are now certain he was right, and allow him to boast, as he often does, of having "given the unions back to their members". More surprising, it is hard to find any trade union leaders, for all their initial distrust of Tebbit, who disliked him. Moss Evans, former leader of the transport workers, says he could be "very scathing" but without offence.

Two years ago, in the upheaval caused by the resignation of Cecil

Parkinson, Tebbit found himself taking Parkinson's place in charge of the Department of Trade and Industry. It was a bizarre turn of events.

Tebbit, a private person, has few close associates at Westminster, but Parkinson, who was active with him in their local Conservative party more than 20 years ago, is as close as anyone. Their rivalry has been as striking as their friendship. Friends reported signs of jealousy in Tebbit when Parkinson, the 1983 election winner, seemed to stand higher in Gloria's favour. When Parkinson was promoted to Trade and Industry, Tebbit was disappointed to be left where he was.

When Parkinson went out a few months later, he blamed Tebbit among others for having deserted him and spoken against him. Tebbit, greatly hurt, denied it but the next day found himself at Parkinson's desk in Victoria Street. He had succeeded in the saddest of circumstances to the government job which, as it happened, he had wanted most of all.

Judgements vary on his two-year tenure, interrupted by the Brighton bomb, of that vast department with its appetite for public funds. His officials found him stimulating, enjoying his quick sharp mind but also his political astuteness. In the parliamentary party, Tebbit had his critics who thought he looked altogether too comfortable pushing taxpayers' money into British Steel and Austin-Rover. Some thought him out of his depth when it came to testing the arguments of cash-hungry claimants from heavy industry.

But his defenders say his views were misunderstood. He is a convinced privatizer, but has never doubted the need for continuing government support for strategic industries such as volume car-making, that he is as loath as any man to allow a community to be destroyed by a big industrial failure.

Tebbit character is marvelously elusive, like a chameleon. He is a man full of paradoxes, says one fellow minister. "Very nice, very tough. Delightful, with a really wicked streak. Loyal, friendly and ruthless. Ambitious. Of course."

The ambition appears to be no more than healthy. Tebbit noted wryly when the chairmanship was offered to him that party chairmen do not become party leaders. But he would leave politics tomorrow if his wife, Margaret, wished it. She was extensively paralysed by the Brighton bomb. As it was, the decision that he should take the new job was made by the two of them together.

Tebbit has twice been lucky to escape with his life. Years ago, as an RAF pilot, he was strapped in his Meteor fighter as it went up in flames. He broke the canopy to escape, which in cold blood would have required almost impossible strength. Since then, as he put it to a friend, he has been "playing with the casino's money".

The Brighton bomb further tempered and toughened his character, his friends agree. He is readier to accept a minor political reverse, but more determined to win the battles that matter. The next big battle is the next general election, and his campaigner will be more resolute.

Julian Haviland

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BOOKS I

War without pomp, life as it was

FICTION

Hugh Barnes

A SOLDIER'S LEGACY

By Heinrich Boll

Translated by Leila Vennewitz

Secker & Warburg, £8.95

LAST LETTERS FROM HAV

By Jan Morris

Viking, £8.95

BLACK VENUS

By Angela Carter

Chatto & Windus, £8.95

LIFE GOES ON

By Alan Silitoe

Granada, £8.95



Boll's first and last book

It is customary for war stories to evince indomitable spirit. Heinrich Boll disowns this tradition, however - on the grounds of German history's unsuitability - and speaks instead of weakness and fear. In his own country he was often accused of pessimism, and was unpopular in certain quarters. But his detractors, though impassioned, were mistaken. His earliest novel, which is published for the first time, having spent almost 40 years accumulating dust, describes a company of German soldiers serving in occupied France, and on the Russian front, during the last war. While it marks a valuable addition to the literature of war, *A Soldier's Legacy* eschews conventional pomp.

The novel takes the form of a letter, written by a demobbed private to the brother of his comrade killed in a barrack brawl. Wenk anguishes to obstruct allegorical readings of his tale. Army life, he asserts, is material and mundane, fashioned by greed and exhaustion. "Our patriotic literature," he explains in a line that seems to echo Eliot, "has no room for reality."

Wenk luxuriates in disaffection, detailing the intractable boredom of the camp and his distaste for empty military rituals - the compelling uniforms and the drill. For the greater part of the novel the war rumbles insouciantly away in the distance, although it exercises a Circean enchantment, transforming men into swine.

Jan Morris alighted on the city of Hav in the eastern Levant. She describes her approach, by rail and on mule-track, through cupreous hills in which Schliemann first claimed to have situated Troy. But Hav refuses to be appropriated in that way. Although it has recently suffered history's neglect, the city proudly displays vestigial traces of its various epochs. It has played host to diverse travellers. Stories of Lenin's sojourn are apocryphal. Morris fears, but Nijinsky was never more content than during his time there. Pily called it "the city of confusions", and Freud spent happy months there, researching into the tenets of ego. It is well-known that the Havanian specimen enjoys a reputation for rude virility.

Although Morris visited Hav during the summer months, when the suicide rate rises and conditions of life prove most irksome, she does not refer to it in terms of an ordeal. The architecture is catalogued affectionately, redolent of the city's miscellaneous cultural life. The Havanians themselves delight in a temperament which is at once pagan and quixotic; apart from the Cathars, that is, who conduct sinister devotions.

Down the centuries Hav has played a prominent part in the distribution of the world of fine spices and art. But its unbridled passion it reserves for the Roof Race, which is to the city what the Palio is to Siena. Unfortunately, these are last letters from Hav. Disturbances broke out at the end of summer, and Our Man in Hav (splendidly inscrutable, by the way) advised Morris to leave.

She has described this city so excellently that its monuments rise up before your eyes, its multitudinous domes glint in the sun. Morris refuses to give the game away right up to the last, which sees her depart as the warships arrive. If the city remains "a pure fiction", as she sensuously and Manichean, it is certainly not insubstantial, mustering the vitality of a hundred cities, and as many ways of life.

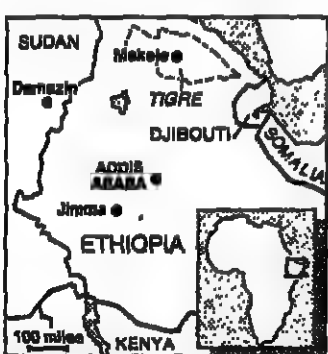
In one of the stories, collected in *Black Venus*, Angela Carter describes another fabulous settlement, apparently in the vicinity of Hav. Its inhabitants, velvet-capped or turbaned, recall Morris's troglodytes, walking "purposefully as if they did not live in an imaginary city". Carter orders her creations about with characteristic robustness, furnishing each story with exuberance and a baroque arrangement of effects.

It is apparent from the opening blast that Carter resists her envying world, and opts instead for a complex fabrication. In this way she can accommodate not only Baudelaire's Creole mistress, the original Black Venus, but also Lizzie Borden who was murderously tempted by her father's axe, and Titania's hermaphrodite prince from *A Midsummer Night's Dream*.

The hero of *Life Goes On*, whose parentage is uncertain, escapes Upper Mayhem and a broken marriage into the city of London. This populous novel chunders hyperactively along, always looking to get vicious but never quite managing it. Moaning Minnie is apotheosized in the novel and weaves her way through the narrative, preoccupied for the most part with how to break wind without breaking the silence.

Great escape from hunger and persecution

Paul Valley reports from Damazin in Sudan on the broken Ethiopian families fleeing the tyranny of government resettlement camps



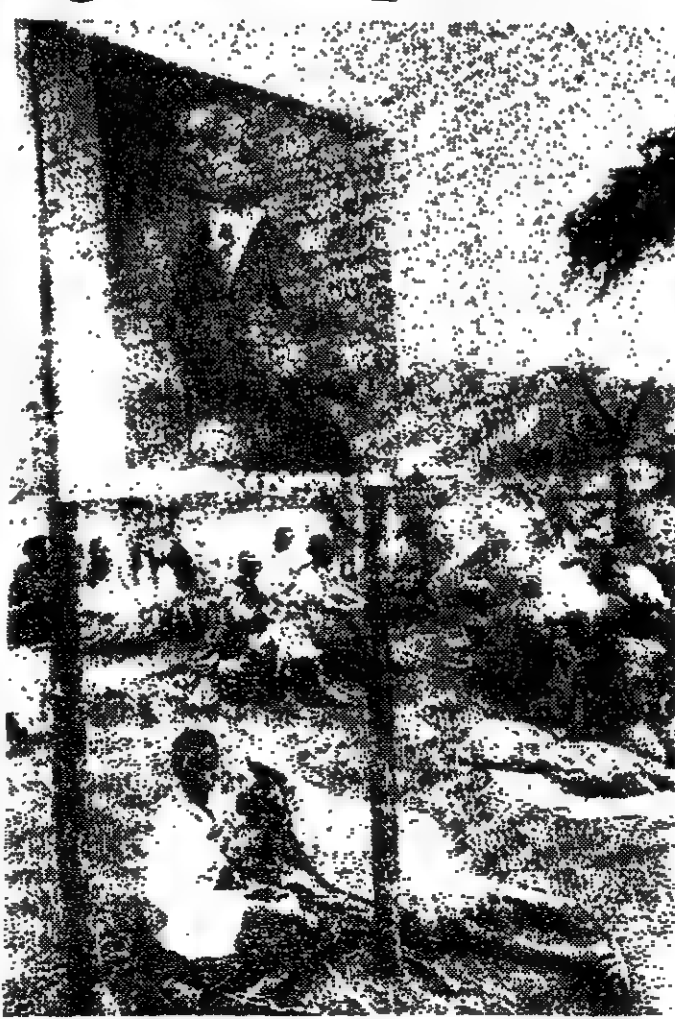
food had been brought in sacks and drums to Mekele, the capital of their remote and mountainous province, one-and-a-half days' walk away. The couple prepared their six children and set out.

There was indeed food at the Red Cross camp in Mekele, but before the family got to it they met the soldiers of the governing Dergue, not men of Tigré but from the Shoa plateau around Addis Ababa. They cornered Gesesaw, told him about a new place, where crops and peace prospered. Then they seized him and took him - with Aznegash, who had been beside him, clinging to his robe - and forced them into a lorry, then an aircraft, on a journey 1,000 miles to the south. Behind him Gesesaw left his wife and five children.

On the aircraft the girl became ill with a fever. It worsened on a further two-day lorry ride from Addis Ababa to a resettlement camp near Jimma into which Gesesaw was consigned with 800 other unwilling northerners. There was no doctor there and the cadres from the Ethiopian Workers Party refused permission for Aznegash to be taken to hospital. Her father nursed her as best he could between long hours of coffee picking for which he was paid about 20 pence a day and a cup of grain.

Mercifully, the child began to recover. When she was well, her father began to save a little each day of their ration. After three weeks they left the camp in evening darkness.

The pair walked for four days before they were captured by soldiers who were so angry that they did not return the fugitives to Jimma but threw them in prison. As an added disincentive to escape they removed all their clothes. After two weeks, however, their captors' guard slipped and Gesesaw and his daughter sneaked out of the jail and off into the nearby forest. There they lay low, hoping that



Ethiopian famine victims rest under a poster of Lenin, erected by the Marxist regime, while en route to an American-sponsored food centre

the soldiers would expect them to be on the move.

Two months later they crossed the border into Sudan and arrived at the camp in Damazin where their skeletal nakedness shocked even the paramedics of the Relief Society of Tigré who had been taken for resettlement on their way to market. So old are Keshi Teklehaimanot and Abba Tadde that the only motive in selecting them for farming in the resettlement areas could have been to punish their cargo of orphans and gayshu (from which a local beer is made).

But Gesesaw's tale is only one from a shameful catalogue. Under the thorn trees, in whose spikes lengths of cloth have been entangled to provide some

They escaped from Asosa resettlement after getting permission to visit the local hospital and once out of the gates asking the way to Sudan.

Aragay Garamadheen escaped from the same camp, with its meagre cup of grain a day and no doctor, in December with 170 others. The Dergue soldiers discovered them hiding in a forest and tried to smoke them out. In the fire 20 died but the rest made it across the border.

Beli Hailu was betrayed to the resettlement soldiers in church by the leader of his local community. At the transit camp in Mekele he shouted to a group of foreign visitors who then crossed to ask him his grievance; when they had gone he was beaten with sticks and thrown in prison.

As Musafa arrived in Damazin with an axe. He had escaped by running away from a tree-felling party sent to clear the forest for cultivation around Ambasi.

The details differed but always the plot was the same: tricked away from rebel controlled areas into the government held towns with the lure of food; separated from wives and children; thrust upon an arduous journey south.

One group who had arrived that day had set out to walk 1,000 miles back to Tigré from Illubabor. In Wollega they were set upon by soldiers; some 45 were captured, 50 disappeared and have not been seen since. Three made it to Damazin.

One of them was Yahanu Ne'ay, a young woman of 20, who had carried her two-year-old son on her back for five weeks. She was listless, bereft of hope. The boy had diarrhoea and the disease of the scabs, she said. But now he would be well. I could not believe her. Soon she would take him back to Tigré to find his father, she said, without a smile. This time it was she who could not believe.

TOMORROW

Dr Richard Pankhurst assesses the merits of foreign aid to Ethiopia

CONCISE CROSSWORD (No 770)

ACROSS
8 Understand meaning (3,3,7)
9 Samuel's teacher (3)
10 Bring to standard (9)
11 Medicine measures (5)
13 Flaxseed (7)
16 Moment (7)
19 Train up (5)
22 Sell on (5,4)
24 Solar star (3)
25 Worshipping (6,7)

DOWN
1 Rallied (6)
2 Moral philosophy (6)
3 Talwan ocean (5,3)
4 Unprincipled (6)
5 Largest continent (4)
6 Overnight case (6)
7 Observed (6)
12 Possess (3)
14 Pet name (8)
15 As well (3)
16 Octopus defence gland (3,3)
17 Tawdry (6)
18 Dual direction (3,3)
20 Take in (6)
21 Famished (6)
23 Considerate (4)

SOLUTION TO No 769
ACROSS: 1 Revard 4 Maundy 7 Card 8 Irritant 9 Shipment 13 Web 16 Cut to the quick 17 Try 19 Screened 24 Plait 25 Zone 26 Prized 27 Merely
DOWN: 1 Rock 2 Worth a try 3 Delam 4 Moran 5 Unto 6 Dance 10 Props 11 Elmer 12 Toque 13 Write home 14 Bike 15 Scot 18 Ruler 20 Cupid 21 Epsom 22 Stem 23 Deny

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TOMORROW
Dr Richard Pankhurst assesses the merits of foreign aid to Ethiopia

مكتبة النور

BOOKS II

A Hitch in time comes out fine

John Russell Taylor

THE LAST DAYS OF ALFRED HITCHCOCK
By David Freeman
Pavilion/Michael Joseph, £12.95

David Freeman knew Hitchcock little, late, and not, to put it kindly, at his best. That tends to be the way with "last days" stories. Freeman was called to revise a script written by Hitchcock's old collaborator Ernest Lehman; Hitch had been almost completely satisfied by that, but chafing at delays to the start of shooting he had, as was his wont, begun to doubt and dismantle in his mind the structure so carefully arrived at. Probably by the time Universal sent him Freeman he already realized that the film would never be made, but he went on doggedly working as though it would, through a haze of constant pain, an impossible situation at home.

Like everyone else who came in contact with him, Freeman was fascinated by the man and the monument, at 79 the last giant of the silent cinema still working. He realized that the start that it was too late to get personally close to his employer, but, as a good journalist, he kept a diary of his meeting, and proves an acute and on the whole sympathetic observer. Sometimes his journalistic instinct seems to win over his memory; he paints a vivid picture of panic in the office when Hitch finally accepted defeat, closed down the picture and dissolved his company, but unfortunately places it when he was dropped in to congratulate the master on his knighthood, which was a year later. He is not, blandly ignoring the fact that the shut-down occurred in May 1979 and the knighthood came in 1980. His records of Hitchcock's life seem accurate enough, and some of them, when encroaching senility has relaxed the controls of a lifetime and let some of the sad sexual fantasies run free, are very revealing.

The latest word of God from man

James Fenton on the revision of the good book in modern idiom to pacify the feminists

THE NEW JERUSALEM BIBLE
Darton, Longman & Todd, £25

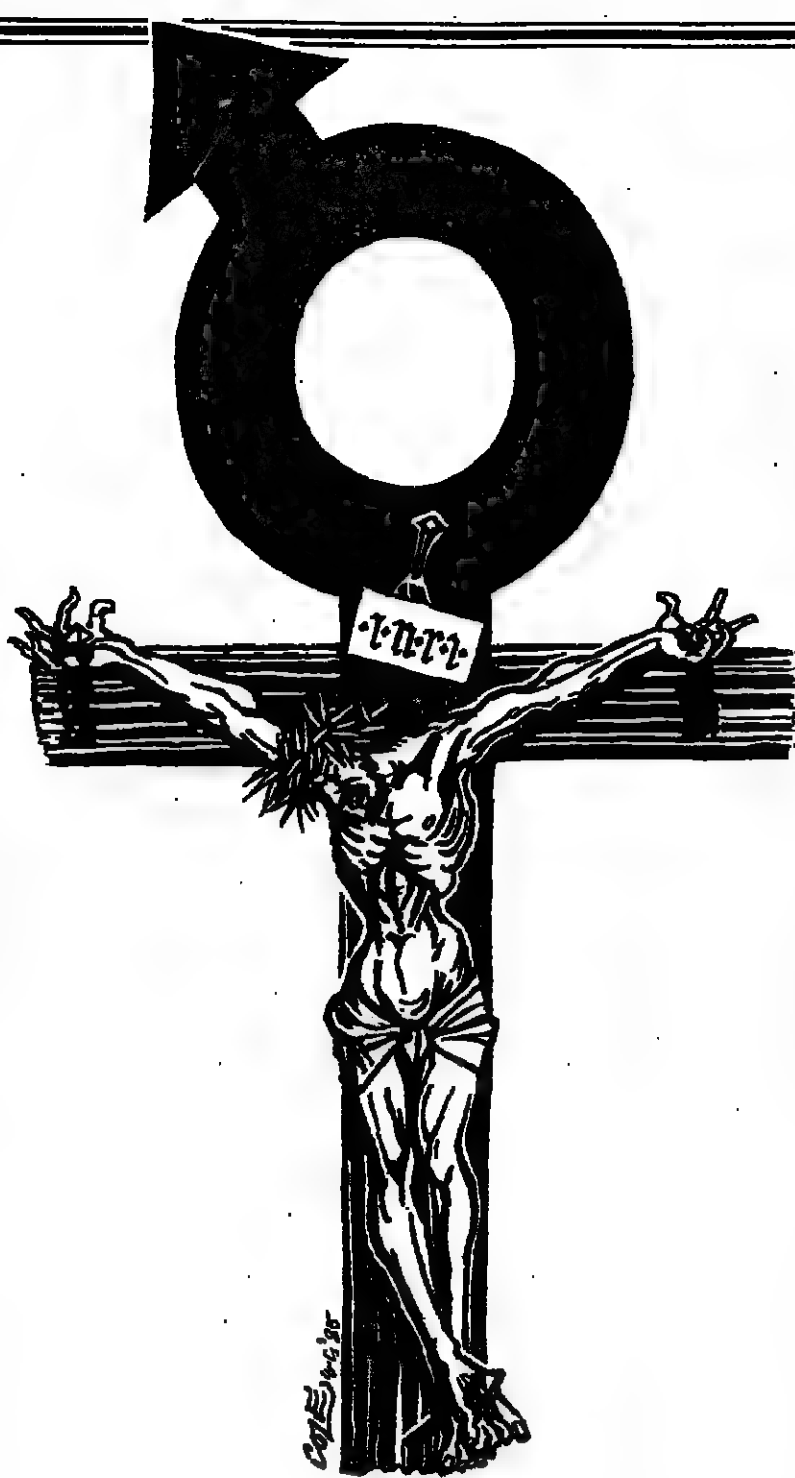
apparent case of saying yes and no to God was all about. It is needed in order to cover, for instance, the whole range of Mosaic Law, which is definitely to be taken as coming from God, but definitely to be ignored where its advice conflicts with that of the Pope. On the one hand it is not morally wrong, on the other hand the Church does not agree with it. For instance it was clearly God's idea that priests should marry and that their wives should give birth to more priests. Celibacy is unthinkable, procreation a duty, for the priest as for any man. The Catholic muddle on this point was simply not envisaged.

The Pentateuch makes sense, where the Church does not, because its values are utterly consistent. What matters is the survival of the tribe. In order to survive, it must be large enough to kill its enemies. In order to ensure enough babies, precautions had to be taken. Babies came from seed which the men possessed, and they were strictly enjoined not to waste the seed. The sin of Onan, for which he was killed by God, sounds as if it was *coitus interruptus* rather than masturbation. The wickedness of it lay in the fact that Onan was deliberately not giving his wife a child. The ban on sodomy was similarly functional. Sodomy was extremely precious and was not to be wasted in such a way. It is noticeable that the folklore of the Bible (rather than the Mosaic Law proper) commends girls who, in pursuit of the unquestionably justified goal of having babies, were prepared on occasions to break the incest taboos.

Does the Bible make sense? I think so, at least the Pentateuch makes sense. But it does not necessarily make the sense that has been ascribed to it by the Church. In this case where the church in question is Catholic, the Bible comes with a sort of government health warning, a nihil obstat and an imprimatur, pasted onto the copyright page, with the following note: "The nihil obstat and imprimatur are a declaration that a book or passage is considered to be free from doctrinal or moral error. It is not implied that those who have granted the nihil obstat and imprimatur agree with the contents, opinions, or statements expressed."

As I began turning the pages, I wondered how this distinction was reached, how the Church could think that there was nothing morally or doctrinally wrong with the book, and yet not agree with its opinions.

I soon realized just what this



Let's daughters were quite right when they plied their father with wine on successive nights. They had worked out that they had no other chance of finding a man to continue the tribe.

As long as the fortunes of the tribe or nation are considered paramount, the Bible makes sense. For instance, the prohibition on killing can be

understood if you bear in mind that we are talking about murder within the tribe. But God also instructs the Jews, when they take a city, to put all the menfolk to death. This makes sense: on the one hand we need all the soldiers we can lay our hands on; on the other we want as few able-bodied enemies as possible.

The difficulties with the interpretation of the Bible come when it is assumed to be universally applicable. Then we get the absurd case of a Church preaching procreation to all the tribes of the world (which, as any Jew could have foreseen, was bound to cause trouble). Then we get the idea (preached but not acted upon) that the prohibition on killing is universal. And before long we get celibate Jesuits burning Chinese Jesuits to death - which seems crazy.

And now we get an Ampleforth Monk, Dom Henry Wansborough, going through the Bible to see if he can neutralize sexist language. The advertised example of this goes: "Let anyone who is thirsty come to me!" which replaces, "If any man is thirsty, let him come to me." It seems a modest enough ambition, perhaps, to go for an "inclusive" language, but why should this ambition be held by a monk at a boys' public school, a somewhat non-inclusive institution? And why should it be promoted by a Church that opposes the ministry of women? This is hard to understand.

Much clearer is the set of values portrayed in the Old Testament, where women know exactly where they stand. A betrothed virgin who is raped in the city will be stoned to death, because she could have cried out for help. But if she is raped in the country, she will not be stoned to death. This is a clear position. When the men of Gibeah wanted to gang-rape a visiting male Levite his host offered them his virgin daughter instead (as had happened in Sodom). When the "souldiers" (to use the Ampleforth word) showed no interest in the virgin, the Levite sent out his concubine, who was then raped to death. The Levite then cut up his concubine and sent pieces of her throughout the land, calling on Israel to avenge the crime. The Benjaminites, who protected the men of Gibeah, were then massacred wholesale; and the Israelites put a curse on any man who gave them a wife. But after this massacre, the Israelites realized that they now had a few weak tribes on their hands. So they had to find some women for the Benjaminites. They solved the problem first by slaughtering the inhabitants of Jabesh - all except the virgins. But there weren't enough virgins to go round all the remaining Benjaminites. So the Israelites told the Benjaminites that they could rape the women of Shiloh, which they proceeded to do. They knew that they needed women, in much the same way as they needed cattle. They needed them for breeding. They were a part of the wealth, the power, the future of the tribe.

Silliness in the Balkans

Noble Frankland

TITO'S FLAWED LEGACY
By Nora Beloff
Collins, £12.95

Nora Beloff has digested a wide range of material for her account of Yugoslavia since the German invasion of 1941, and she has presented it with an agreeable fluency, the book is informative and readable. Moreover, as none can doubt that what happened in Yugoslavia was significant in the course of the war and, since that, has become more so in its influence upon international affairs, the book is also an important one.

Its thesis is that Tito's patriots were not the major factor in liberating the country from German occupation; that they were not necessarily the best force of resistance available; and that their main achievements were a reign of terror during the war and a brutal police state thereafter. The assertion is that Churchill was hoodwinked into believing in Tito both as an effective resistance leader and as a politically acceptable national leader largely as a result of misleading advice from Brigadier Fitzroy Maclean and Captain, as Nora Beloff rather oddly describes him throughout the war, William Deakin. British and American supplies for Tito, she believes, tipped the scales in his favour, not in the war against Hitler, but in the civil war against Mihailovic. Such, the authoress believes, were the flaws in Tito's legacy, and therefore also the errors of judgement by Churchill, Roosevelt, and Truman, as well as by their successors in later years.

In the narrow context of Yugoslavia itself, there is, no doubt, something in this, even if one's imagination has to be stretched to visualize a viable liberal regime embroiled with the principles of British justice in that part of Europe. In the wider context of the Second World War and international relations since, the argument is less convincing. A fundamental in the grand strategy of the war was the fighting contribution of Russia, and in all the theatres of war the allies had to capitalize on such resistance to Hitler as was available. Both these considerations tended to place obstacles in the way of the sort of peace settlement for which the western allies would have wished.

Nora Beloff admits that Tito led the most effective resistance movement of the war. It is therefore absurd, as she does, to criticize Sir William Deakin for having advised Churchill in that sense. Also Deakin was a British officer whose duty, like Churchill's, was to serve the British war effort as best he could; and the British war effort was primarily concerned, not with the establishment of a liberal democracy in Yugoslavia, but with the preservation of one in Great Britain. In any case the Realpolitik of supporting Tito has produced strikingly beneficial results for the West about which Nora Beloff is rather grudging.

Jumbo Levin follows the Leader

Peter Jones

HANNIBAL'S FOOTSTEPS
By Bernard Levin
Cape, £10.95

One does not have to applaud the causes Bernard Levin espouses or the somewhat self-indulgent tone in which he addresses himself to them to acknowledge that, as an exponent of the noble art of rhetoric, he is without peer amongst contemporary journalists. He loves an argument, debates, like Protogoras, with equal facility on either side, and wields a pen like a scalpel, or sledgehammer, or feather-duster, or velvet glove, according to need. *Le style, c'est l'homme même*. With such credentials, who could be a more amusing or provocative cicerone on a journey from the Rhone across the Alps towards Turin, following Hannibal's legendary elephantine dash of 218BC into Italy? Furthermore, with what must have been a superhuman effort of self-control, Mr Levin treats us to a stonch-churning description of only one Rabelaisian repast, and the Rhine-maidens scarcely get a note in edgeways.

All is set fair for a merry romp. But something goes wrong, and the truth spills out in the Epilogue. Far from being an account of a free mind, left to poke and pry as inquisitively and idiosyncratically as it usually does, *Hannibal's Footsteps* turns out to be the book of a forthcoming TV series, *quid plura dicam?* It is well-known that the telly has the Midas touch in reverse - everything it touches turns to dross - and even Mr Levin is largely helpless under the stultifying incubus of its priorities.

The point is that the unexpected is the essence of a really successful travel book, but camera-crews and schedules are the perfect prophylactic against this indispensable ingredient. Consequently, the book consists of reflections rather than experi-

ences, and many of these seem rather contrived, the associations with what has "happened" being forced and unnatural. The only uncalculated experiences Mr Levin seems to have had are a meeting with a man who throws an epileptic fit (this is revealed in a footnote) and the discovery of a bag full of puppies tossed off a bridge to drown but left by accident hooked (and screaming) on a girder under it. With considerable remorse, Mr Levin passes on.

Schedules must, I suppose, be kept to. When Mr Levin meets someone that even the telly

thinks is interesting, e.g. the old party who insists that the existing bridge at Arles is not the famous Van Gogh bridge, the problem is not pursued, but left as a question. A Levin unencumbered by cameras would have spent a week pursuing the issue on the spot, and great fun it would have been too. Most disappointing of all, though Mr Levin refers to Hannibal's route *pari passu* with his own, he never engages in serious argument over the whole point of the journey, i.e. what route did Hannibal actually take? Historians have sent him as far north as Lausanne, and as far south as Monte Viso. Even our ancient sources argue the matter fiercely. True, one should make the march with at least 37 elephants to win any sort of credence, but this is a problem to which a sharp-eyed iconoclast like Mr Levin could well make a contribution, and the combination of literary source and visual evidence would make marvellous television. But no: the pictures in the book tend to be of Mr Levin in hat and thick mist on the top of a mountain. So poor old Hannibal, Mr Levin's school-boy hero, is worth nothing more than a TV entertainment. Juvenal was right.

I remain convinced that the priorities of the geniuses with the 18in mentalities have flawed what promised to be a marvellous travelogue. For now and again the Old Levin breaks through. His brief excursus on fishing, the visit to the nougat factory in Montelimar, the breakfast in a hotel room from which no door led to a kitchen anywhere, the discussion of the effects of altitude, all made me laugh out loud; and Mr Levin is both amusing and moving on the French and their strong sense of patriotism. These moments leave me hungry for what might have been. *The Odyssey* next, Mr Levin, please? But without the one-eyed monster.

The master of gentle diffidence

J. W. Lambert

BLESSINGS IN DISGUISE
By Alec Guinness
Hamish Hamilton, £9.95

into the ancillary line of "entertainment".

Bad luck, perhaps, that on becoming an officer he was sent to landing craft; but bringing his unwieldy craft across the Atlantic, then criss-crossing the Mediterranean and the Adriatic, was indeed hazardous (and one does not need to have been an actor to understand what he means when he says that the best performance he ever gave was as an R.N.V.R. officer).

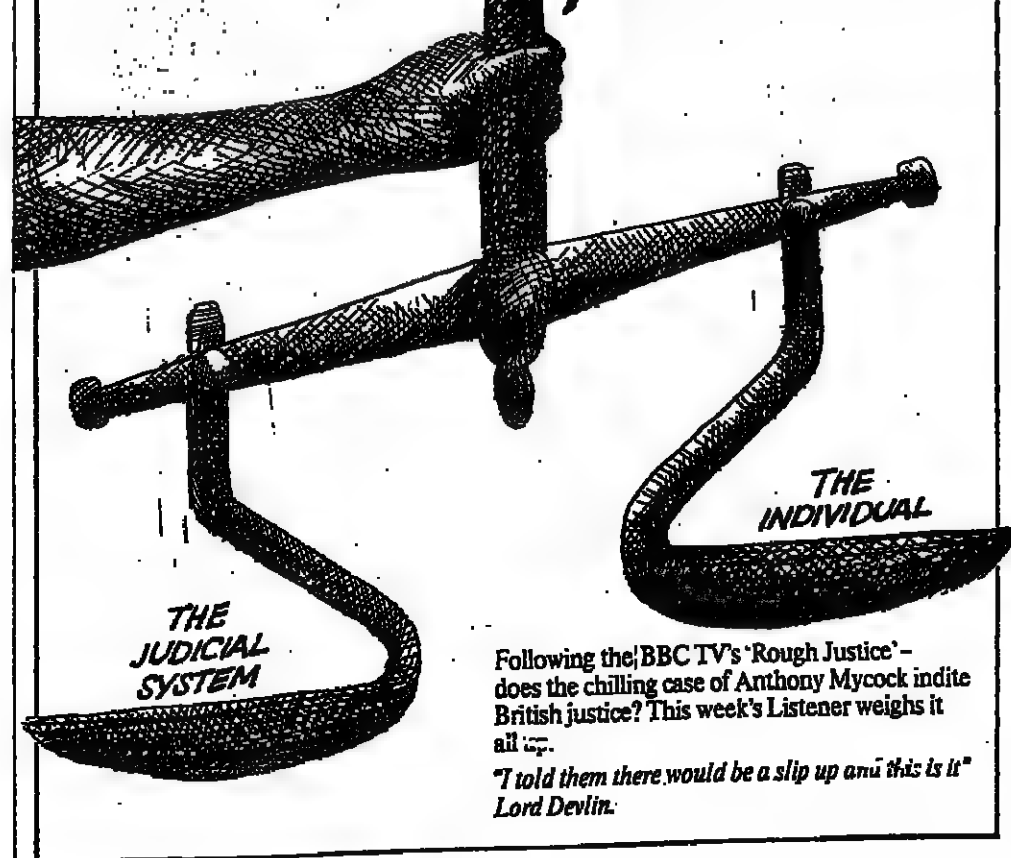
A pre-war folly of his own, a stage adaptation of *Great Expectations*, led directly to his warm and delicate Herbert Pocket in David Lean's splendid film of the book; and the rest is history.

Or almost; for in the course of shaping his remarkable self out of unpromising beginnings and the fleeting impersonations of an actor's life, affairs of the spirit understandably and fruitfully troubled him. Early encouraged to abominate Popery, in the Church of England "I arose from under the hands of the Bishop of Lewes a confirmed atheist". Not a comfortable one.

He investigated the Quakers, Moral Rearmament, Buddhism, and the Taoist. All no good.

His road to the Roman Catholic faith is charted with worldly precision. His spiritual gift he keeps to himself. Even that has not relieved him of strange manifestations and nightmares.

No wonder, perhaps, that the inner serenity which his faith and his marriage have given him, nightmares or no nightmares, should, at least to this outsider, have seemed to produce in his acting a sense of a man with a built-in halo, a look, whether in an Alan Bennett play or in a John le Carré creepie on television, of an ineffable, not to say patronising, something. I wish he would once again let us glimpse the affectionate generosity of Herbert Pocket, or the gleeful terror of the little man who visibly shrank into an armchair in Feydeau's *Hotel Paradiso*, all those years ago; with both, I'm sure, on the strength of this delightful book, he can still empathize as affectionately as ever.

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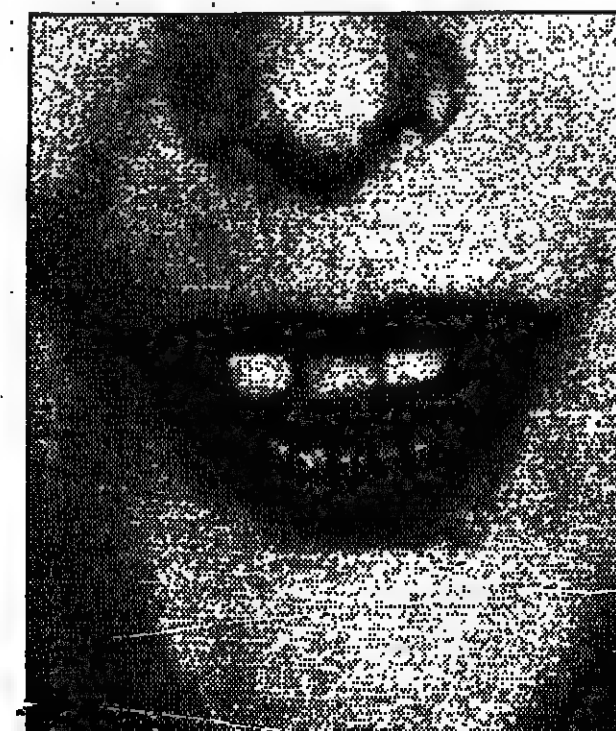
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THE TIMES DIARY

A judge unbudged

A retired circuit judge is being taken to court by his landlord — no less a luminary than the Marquess of Ailesbury — for non-payment of rent. His Honour John Robertson Pickering, who retired from the South Eastern circuit last year at the age of 59, is being sued by the Marquess for more than £10,000 alleged to be owed as rent and interest over six years on a flat above a stables at Tottenham House, Marlborough, in Wiltshire. Yesterday the Marquess told me: "He is a quiet old judge. We don't do this sort of thing for fun, but it seems there is no option. The arrangement for him to live there started on a friendly basis, but he has not paid us the rent. He has brought this on himself." Pickering — not to be confused with Liverpool judge Richard Pickering — told me that the Marquess's allegation "could be right, and it could be wrong." He had not received a writ. When I put it to him that some of the alleged debt was incurred while he was still on the bench (salary £29,750 a year), he replied: "Never mind. I have had enough of this conversation, good sir," and put the phone down.

Checking out

Now that Sir James Goldsmith has announced the winners of his much-heralded £50,000 prize for exposure of KGB working in western media (a man from *Reader's Digest* and a Greek), I can reveal that the one-time Marmite king is bowing out from British public life. His forthcoming book *Counter Culture*, which includes the speech he will make at the Tory conference today, ends poignantly: "I expect this to be the last public statement that I will make in Britain." Why? "Because I have nothing more to say," he told me.

High profile

The police boast that they have left no stone unturned during their security searches in Blackpool is justified. Residents of a road behind the Imperial Hotel, were woken at 7am one day last week by the arrival of loudspeaker vans heralding fire engines with turntable ladders. The purpose? To look down chimneys for hidden bombs.

● Why is Kenneth Baker so good at presentation? Because he works at it. He delivered his widely acclaimed speech twice yesterday — once to a packed White Gardens Conference Hall at 10.30am, and once to the deserted hall at 8am.

Loyalty

Junior ministers have their uses. A harassed Lynda Chalker (transport) was seen kneeling on the floor of an office in the Imperial Hotel hurriedly stapling together speeches from piles of paper around her. "No it's not mine," she told an inquirer. "It's Ridley's bloody speech."

BARRY FANTONI



"I admire his courage from last year, but working with Jeffrey Archer is something else."

Stage blight

As the pundits debate whether the Booker Prize is contributing to the end of the modern novel as we know it, theatre may soon be under similar threat. Drama critics are meeting at the Ivy Restaurant, Covent Garden, today to plot a major new award for playwrights. The money, put up by theatre producers, may even match Booker's £15,000. The only saving grace, I am told, is that the Critics Circle is determined not to let television cameras anywhere near the award ceremony.

● An ad in the *Los Angeles Times* after the Mexico earthquake: "If, God forbid, L.A. is next, our commitment will remain unshaken." It was placed by Rose Hills Mortuary.

Alarm bells

Derek Hutton, deputy leader of Liverpool City Council, apparently has ambitions to be chairman of Merseyside's new fire authority. As a former fireman, he doubtless considers himself suited for the job, but he may well be thwarted. To appoint him, Labour will need a majority on the joint board, which is made up of local council nominees. Accordingly, Labour councillors have nominated five of the city council's allotted six places to themselves. Complaining that the selection does not reflect the composition of the council, local Liberals are to apply for a judicial review of the decision.

P.H.S.

Who will foot the skill bill?

David Felton examines Lord Young's options in financing training for jobs

When Lord Young makes his maiden speech to the Tory conference this afternoon he will not just be addressing the party faithful but will open what promises to be one of the most public examinations of economic strategy for many years.

A two-year study into how the country should in future pay for industrial training is being set up by the Manpower Services Commission. A consensus appears to be emerging among the main parties on the urgent need for a comprehensive and co-ordinated system of youth and adult training to meet industry's developing technological needs.

Lord Young, who in the Cabinet reshuffle was moved to lead an enlarged and more influential Employment Department, was chairman of the MSC for three years and has made the expansion of vocational training one of his main priorities.

Britain trails behind most of its competitors in spending on training for jobs and in the number of youngsters who stay in the educational system. Although more than £3.5 billion is spent each year on youth and adult training, only 32 per cent of the 16-24 age group are involved compared with 45 per cent in West Germany, 54 per cent in Japan and 73 per cent in the US.

Tory delegates will today press the Government to redouble its efforts to encourage investment in training opportunities, and in his speech Lord Young will emphasize the need

for everyone aged 14 to 18 to receive some form of vocational training. No one under 18 need be unemployed, will be the argument.

But while the objectives are clear, there is a question mark over the cost. Should trainees or adults requiring a change of skill be required to meet a proportion of the cost as an investment in their own future or should responsibility for training the workforce rest solely with employers and the state?

Those are the kind of questions which the two-year MSC study should answer. The "building blocks" of a coherent vocational training strategy are the £1 billion Youth Training Scheme and the Technical and Vocational Educational Initiative — the long-winded title for an experimental approach to school curricula to allow those aged 14 to 18 to gain skills that would make them more employable when they leave school.

Bryan Nicholson, who took over from Young as head of the MSC a year ago, hopes that the study will foster a public debate which would be one of the most important ever held in Britain on an aspect of economic management. All groups represented on the MSC, including the TUC, CBI, local authorities and educationists, will have to shift their

position if there is to be agreement on funding proposals that could be put to ministers.

Young, Nicholson and others who have been arguing for a fresh approach to training are convinced that there can be no real change in the nature of the workforce until there is a fundamental change in attitude to remove what Nicholson describes as the "elitist" thinking that somehow people who go to university make better workers than better jobs.

Employers should be prepared to make a greater contribution to training, it is argued. The private sector spends around £2 billion a year on training but the only area in which Britain compares favourably with its competitors is in the amount spent by the government. Nicholson argues that the training of people under 16 should be the responsibility of the state, that for 16 and 17-year-olds there should be a partnership between government and employers, and that after that responsibility should rest primarily with employers.

One strand of thought emerging is that Britain should follow the example of the United States, where individuals save to pay for their own training in a fund free of tax.

Employers agree to match the contribution and their input is similarly removed from tax. Another idea likely to be examined by the MSC study is a voucher system to enable the long-term unemployed to receive money for training without their social security payments being affected.

A controversial proposal would be to encourage people to take out loans, which could be backed by the government, to pay for their own training. The study team will also investigate the whole question of whether income support should be given to youngsters who remain in full-time education or training.

Nicholson would like other structural changes, giving training a higher profile, including the establishment of local training committees along the lines of health and safety committees and a requirement for companies to explain in annual reports their strategy and spending on training. Young regards training as an important aspect of economic regeneration, but young people will need to be persuaded that there will be a job at the end of a training programme. The latest figures for the Youth Training Scheme show that 60 per cent of those leaving after a year's training either find a job or return to full-time education. That leaves about 100,000 who go back straight on the dole.

The author is Labour Correspondent of The Times.

Bernard Levin: the way we live now

Nothing to fear but the faint-hearts



Parkinson: a chance for Mrs Thatcher to win some praise

"Save our seats", gibbering with terror at every opinion poll and fainting dead away whenever a municipal by-election in darkest Surrey results in the Tory majority on the local watch committee being reduced from 17 to 15. (And since the only suggestion for a new policy most of them can put forward is to increase inflation to about 25 per cent, which would have any way been pre-empted by both the Labour Party and the Alliance, it is clear that in imploring Mrs Thatcher to do something helpful they are only demonstrating their own flabby helplessness.) But I did not then touch upon yet another of the Tory Party's failings; their almost incredible lack of any sense of history, even the history of the most recent dozen years or so. Neanderthal Man was convinced, when he retired to his cave at the onset of winter, that the cold and dark would never end; the reason he held so depressing a belief was that his brain was so tiny that it could not accommodate the fact that every winter in his and his ancestors' experience had been followed by a spring. But MPs, even Conservative ones, are supposed to be more intelligent than Pitdown Man, or at least to have better memories.

It is not just a matter of the polls, at present lurching from side to side like a pack of drunken sailors; of course it does not follow that, because in previous years governments dozens of points behind in mid-term have gone on to win the ensuing election. Mrs Thatcher will necessarily win her third term. Nor need we rely upon the earlier fate of third parties with a string of successes in mid-term to predict that the Alliance will have slipped far back by polling day. (Who won the first general election after Orping-

The TUC is still wondering whether to throw out the engineering workers' and electricians' unions (for a start); Mr Kinnock is probably proud of the photograph of him giggling and flouncing with Fidel Castro, who has had more socialists tortured than ever rigged a ballot in the TGWU; holders of British Telecom shares will not necessarily have them re-nationalized; and only 58 per cent of the votes at the Labour Party conference were cast in favour of requiring the taxpayers to reimburse Mr Scargill the full amount of the NUM's fines.

Do modern Tories know nothing about aspirations? Have they been so infected by the soggy stuff peddled for so long by Archbishop Worlock and Bishop Sheppard (who are now complaining at being forced to reap where they have sown) that they cannot see that millions of people, offered in unashamed terms the chance of bettering their lives, would take it in preference to trusting their destiny to the integrity of Gerald Kaufman, the vision of Norman Willis and the intelligence of Ray Buckton?

At such a time, the Tories are not only squealing with fright; they are, it seems, beginning to talk about getting rid of their present leader and appointing a new one, and some say they would have announced the name of their candidate already were it not for the fact that they can't agree on one and that none of the possible usurpers has enough nerve to throw his hat in the ring. (Would somebody who knows Mr Peter Walker kindly take him aside and tell him what Charles the Second told his brother: "No one is going to kill me to make you king". If that will not suffice, tell him that the British people are convinced — rightly, for I can say — that there is a connection between adomeds and untrustworthiness.)

Mr Enoch Powell gets some things right. He said, when the Alliance was launched, that it would gain no substantial foothold in Parliament. Come the election, he said, "The people who want to get the Government out will unite, and the people who want to keep the Government in will unite". So they will; but that does not mean only that the Alliance will be disappointed again. It means that the choice before the voters will be very clear and quite unambiguous, and even the most short-sighted will be able to see that a wall has only two sides.

I have been saying for at least a year now that the only thing required for Mrs Thatcher to win with another large majority is five consecutive months (four, at a pinch) of falling unemployment before the election. It need be only a very small decline, but if the fall continues steadily up to the dissolution, then to all the weaknesses of the Labour Party there will be added the strength of the Tory cry, "Look, we have come through". Why, for the Prime Minister is cheeky enough, she could use the very slogan that served them soundly in 1979, and the Lord knows, as do I, that they need a dash of importance. But I do not believe that the voters who gave Mrs Thatcher a first term against Mr Callaghan and a second against Mr Foot will deny her a third against Mr Kinnock. Even if the unemployment figures remain where they are, Mrs Thatcher will be defeated only if the nervous crew she leads make sure that she is.

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After the drug busters, a trendy take-over

Philip Norman continues his series on life in the Bowery district of New York

Two blocks east of the Bowery, black boys in satin Bermuda shorts stand on the backs of old farm trucks stacked with watermelons and bananas. They come straight up from Georgia. "Dollar each, check 'em out", the boys shout. "Fine 'n' sweet — jus' like me."

"All round here used to be real scary", my friend Kim said. "It was the big East Side heroin district... dealers on the street... people everywhere shooting up. It's all gone now. Mayor Koch's Operation Pressure Point. Last winter, the police were here day after day, busting and busting. It cost the City a fortune. But it worked." She indicated cobbled cross streets, empty but for Chinese housewives tripping home with bulging grocery bags.

We stopped at the corner of Grand and Essex Street, where Puerto Rican housing "projects" stretch down to the East River. Essex Street, 20 blocks north, becomes Avenue A, another place one used not to dare frequent alone. Now Avenue A is long since

engulfed by East Village trends. They are starting to open art galleries even down on Avenue C.

Essex Street at the Bowery end is still in the pre-fashinable state that Kim calls "funky". It remains predominantly Hasidic — or, as one haberdasher's signboard proudly proclaims, "The skullcap center of New York". Store after store offers supplies and catering for religious festivals and bar mitzvahs. "There's Guss Pickles", Kim said, pointing at a name etched in turquoise glitter. "And there's a great Jewish deli called Glatt Kosher... you should see the lines there before every holiday. If you buy a chicken, you get a free gallon of chicken soup."

At Essex and Rivington is Bernstein's New York's first kosher Chinese restaurant, purveying such compromised delicacies as "sweet and pungent veal". Inside, a Chinese in a white sailor hat slices pastrami.

The Jewish waiters wear skullcaps with scarlet Chinese tassels at the back.

"Have you been to Sammy's Roumanian Restaurant?", Kim asked.

"I passed it in a cab the other night. It looked cheap and decrepit." "My God, it's not cheap," Kim said. "I had a birthday party there... because it's really fun. They have a microphone that they pass from table to table and anyone who wants to can sing a song. There was a belly dancer, too. The waiters are Jewish and fro haircuts, that you just can't tell apart. They kept tricking us into ordering more food. One of them would come up and ask us, 'Do you want another bottle of vodka?' and we'd say, 'Okay'. Then one of his brothers would say, 'More vodka', and we'd say, 'Yes, we told you...'. So we ended up ordering three times what we needed."

"The check, for 30 of us, was \$900. And we didn't even have dinner! Just bottles of vodka and hors d'oeuvre."

We walked back up Essex, crossed the invisible frontier into Chinatown and strolled along Canal Street at its silent eastern end, where the police "Jade Squad" seldom goes, and Cadillac stands all night in lengths of polished chrome, outside the Chinese speakies and gambling dens.

"Next time", Kim said, "I must take you for dinner at Exterminator Chili. The guys who run it modelled it on a boy's bedroom in the Fifties. It's all boy food — chili, and egg-cream and cookies with milk. It used to be a Chinese coffee shop... before that, I think it was Greek. The same old lady and her daughter have always worked there as waitresses. They love the way it is now. They wear great uniforms... they get to drink... meet funny people. They can't believe the place can be run by such young guys."

(Another report from the Bowery will follow)

Ronald Butt

Heed the party, not PR men

The Conservative Party has little need to be alarmed by its opponents as such, or despondent because of its position in the opinion polls. For a governing party in mid-term, especially one faced with an apparently intractable unemployment problem, it has not done exceptionally badly.

If the opinion polls of the last six weeks or so are taken together, the general impression is of the Conservatives and Labour more or less neck-and-neck, but with Labour a little ahead, and the Alliance third. The latest polls give Labour a much more decisive lead since its party conference, but the clearer it becomes that Labour is likely to be the replacement government in the event of a Tory defeat, the less likely the electorate is to vote Alliance and to risk bringing this about.

But the Tories will not win unless they appear worthy of support in their own right, and that it is not how they look just now. The problem is not one of basic aims and attitudes: on most of these, from defence and respect for the law to privatization and union ballots, Tory attitudes accord much more closely than Labour's with the voters' opinions and wishes. Only on unemployment is there a serious gap between what the electorate wants and what it thinks the government's anti-inflation policies are capable of delivering.

Nor is presentation the real problem, though obviously a party which presents desirable policies in a poor light harms itself. The Government's own past rhetoric has often been its worst enemy. But the problem is not one of presentation, but of evidence that ministers know where they are going and can carry public opinion with them. It is this that is principally lacking.

The appointment of Jeffrey Archer as deputy chairman to boost the Tories' tendency, when the going gets rough, to mistake the image for the substance. Although a man of much personal enterprise, Archer has not been locked into shared responsibility, as most practising politicians are, at every stage of their progress learning to absorb the nuances of their party's and government's collective position. He regards himself, it seems, as a voluntary worker, which presumably brings some temptation to feel free to speak as the spirit moves him.

The result has not been happy so far. A deputy chairman who, in casual interviews, both proclaims that the party cannot win an election on the present unemployment figures in two years time and also suggests that too many of the young are unwilling to work, really is making the best of both worlds. To the extent that there is truth in both assertions, it needs to be expressed in coherent argument by ministers, not off-the-cuff by a party vice-chairman out of Parliament.

This episode suggests that those whose function is purely in the party machine should beware of seeming to pre-empt policy in public. Policy is for ministers — and here we come to the heart of the matter. The most notable feature of the first two days of the Tory conference has been the extent to which ministers do not seem to have sufficiently firm thoughts on essential policy to be

able to share them with the conference and explain where they go from there.

Thus Peter Walker had much to say about the inequities of Scargill and the cowardice of Kinnock but nothing about the future of the coal industry. Norman Fowler likewise put up a fiery defence of the Tory commitment to the welfare state and the case for reforming the system of social security — but on the principal difficulties presented by reform, notably the State Earnings Related Pensions Scheme (Serps), he had nothing clear to say. His remark that it was not weak to consult and listen acknowledged that the original plan to abolish Serps outright is being reconsidered. Yet a cabinet decision has yet to be taken, even though a White Paper is due in a month or so.

Kenneth Baker, prefacing the debate on local government finance, left open the detailed future of the rating system and whether a poll tax is to be introduced.

The Tory difficulties arise partly from the extent to which ministers now work on policy in their own compartments, and in cabinet committees, and with their special bilateral relationship with the Prime Minister. There is insufficient wider cabinet discussion. What seem to be good ideas are grasped without serious thought about the practical issues. The abolition of Serps was one; the commitment to abolish the rates and partially adopt a poll tax is another. While each department ploughs its own furrow, others with a related interest have to try to find out what is happening.

In part, the difficulties arise from downgrading the party's own policy-making machine in favour of presentation. The Conservative Research Department is not what it was in Rab Butler's or Lord Stockton's days, when it was a mini-powhouse of policy ideas. It is now no more than a briefing office for MPs. The party's diminishing funds have been increasingly concentrated on presentation with insufficient concern for the policies.

These often arise from an original impulse from the Prime Minister himself. The commitment to abolish rates before the ways and means were clear is one such. Of course, there has been a good deal of honest discussion as the snags to this or that good idea unfold, apparently taking the appropriate minister by surprise. But it hardly gives the impression of a clear sense of direction in the cabinet collectively. In parts of the government, moreover, it often seems that policy is being conducted by civil service autopilot; education is now a conspicuous example.

The Conservative Party in the country just now is a very good party and is much more representative of public opinion than any of its competitors. Nobody who talks to its representatives at Blackpool could fail, if they are honest, to be impressed by the majority's open-mindedness, social and political concern and informed understanding of the realities of life in the nation. These representatives could tell ministers more than a thing or two that ministers need to know.

The trouble is that the cabinet seems to have lost the knack of composing itself collectively and responding as it should to its own party. This is the essential problem with which Mrs Thatcher must come to grips before time runs out.

moreover... Miles Kingston

Ninety minutes hard graft

Today: Part Four of our never-ending football thriller — Gary of the Gaff

(Story so far: Gary Threlbut has been put in charge of Gulf Rovers, who may become the first team ever to get into the World Cup finals. But they still have to beat Suez Zone, the mixed Israeli/Egyptian team. When the day of the match draws, Gary confesses to his translator, Aziz, that he is as sick as a parrot with apprehension.)

"I have never seen this parrot of which you speak," said Aziz. "It's a kind of bird, with trouble," said Gary.

"You have got a bird in trouble?" said Aziz, whose slang was rather 1960s. "O' nought Threlbut!"

"Never mind that," said Gary. "I want you to tell the lads..."

As most of the team could speak no English, Gary instructed Aziz to tell them that they were to play the game of their life, to play their hearts out for 90 minutes, to think of the national director of soccer, Sheikh Hassan, and what he would do to them if they didn't win, to think of the revival of Islam in the modern world, to think of their Arab brothers who would be watching them, to think of anybody they bloody well liked but to go out and generally kick the opposition to bits and, if they couldn't do that, play some flowing artistic football.

"Any questions?" said Gary. The big sweeper, Abdul, had a question. It was in Arabic. Gary looked at Aziz. Aziz shook his head. "It's a foolish question," he said. "I will not even bother your creative mind with it, O Gary."

But Abdul could also speak a bit of English. "What about the money?" he asked Gary. "The money? You get paid every week. There will be a bonus if you win the match. You know that."

"No, no," said Abdul. "The money which Aziz promise if we lose."

"The what?" said Gary. "The which? The whose? Aziz where are you going? What's he talking about?"

him, Gary eventually got the truth. Aziz had been given huge sums of money by Suez Zone to make sure that Gulf Rovers lost, and unknown to Gary, he had been bribing and corrupting every player in the team. All he hadn't done so far was hand over the money.

"Aziz, I want a word with you," said Gary, leading him to a corner post. "Bribing my team is crazy. Absolutely crazy. It means splitting your money 12 ways — more, if any substitute comes on — my way you get all the money yourself."

"Your way?" said Aziz, puzzled. "Sure. You're only the interpreter. I'm the manager. Do you think they haven't come to me as well? Course they have. Suez Zone have offered me a cool million to lose."

"But if you haven't bribed the players, how can you guarantee a loss?"

"Easy. I've told them all our tactics, our weaknesses, our dead ball plays. I've promised to bring off our goalie, if necessary, and send on a sub."

Aziz gaped at Gary. He could not believe that an Englishman could stoop so low, which shows how little the Arabs know about the English.

"Then... then you are one of us!" he cried, clasping Gary by both ears and most of his football shirt. Before Gary could reply to this ambiguous accolade the sky darkened and they looked round to see the descending shape of Sheikh Hassan's helicopter.

"Hail, O Threlbut!" cried the merry saint. "In honour of today's football match, the pinnacle of this country's history, I have decided to give each player a million pounds to win. This money I have saved by not gambling for a week."

"Excellent, excellency," said Gary. "I will take it for them."

"No, no, I will give it to them personally." And so saying he strode towards the players, his Harrods scimitar knocking at his heels.

"That's torn it," said Gary. "I am as indisposed as a parakeet," said Aziz.

Can it be true? Will Gary try to sell the match? After all, who wants to be reduced to selling matches? Don't miss tomorrow's final instalment!

هكذا من الأصيل



COURT AND SOCIAL

Rodin boosts Aldeburgh fund

By Geraldine Norman, Sale Room Correspondent

A Rodin bronze secured £28,000 and a Constable "cloud study" £21,000 at Aldeburgh's fund raising auction at Sotheby's on Tuesday night. Both pieces had been sent for sale by Sir Peter Peck, who made the biggest single contribution to the fund, revealing himself as a very knowledgeable art collector as well as a musician.

The Constable was a "find". Sir Peter bought it in a small antique shop in Swiss Cottage 30 years ago for only £25. The little study of grey scudding clouds painted in oils on board and had been estimated to fetch £12,000 to £18,000.

The Rodin, entitled "Trois Femmes", dates from 1882. It had been expected to fetch between £15,000 and £25,000. Another Peck treasure was a Boudin watercolour of fashionable ladies, entitled "Les Croisettes", which sold for £4,400 (estimate £5,000-£6,000).

Sir Peter himself attended the sale and spent £160 to secure a 9-inch ceramic, wood and brass model of "His Master's Voice", the little dog listening to an old fashioned gramophone which was used as a trade mark. It reminded him of his own dog, Sir Peter said.

Sir Sidney Nolan, the Australian artist, spent £4,200 (estimate £800-£1,200) to secure the Thomas Goff clavichord which Sir Peter gave to Benjamin Britten as a birthday present. The auction raised £156,225 for the Aldeburgh Appeal with only 2 per cent left unsold.

In Sotheby's 19th century picture sale yesterday there were two surprise prices, both for Orientalist paintings, underlying the continuing popularity of this genre.

A highly draped female nude, entitled "Indolence", by Guillaume Seignac, made £24,300 (estimate £4,000-£6,000) while an "Arab Street Scene" by Federico Barroini made £20,900 (estimate £1,000-£1,500).

Leather pictures were not in much demand and 91 paintings out of 235 were left unsold. The auction totalled £342,870, with 27 per cent bought in.

Perhaps a complete set of Widen's *Cricketer's Almanack*, which had belonged to Mr Percy Fender, the captain of Surrey from 1920 to 1950, sold for £4,950.

The sale of sporting items made £23,992, with 15 per cent left unsold.

The Princess Anne, Mrs Mark Phillips, Chancellor of the University of London, this morning opened a new course, established by the Institute of Child Health's Tropical Child Health Unit for Trainers and Supervisors of Community Rehabilitation Workers in Developing Countries, at Guilford Street, WC1.

Her Royal Highness was received by the Vice-Chancellor of the University (the Lord Flowers). Mrs Malcolm Jones was in attendance.

The Princess Anne, Mrs Mark Phillips, Colonel in Chief, the Worcestershire and Sherwood Foresters Regiment (2nd/4th Foot) visited the 1st Battalion at Warminster, Wiltshire, today.

Her Royal Highness was received by the Colonel of the Regiment (Brigadier P. Hargrave) and the Commanding Officer (Lieutenant-Colonel J. Townsend).

The Princess Anne, Mrs Mark Phillips, attended by the Hon Mrs Legge-Bourke, travelled in an aircraft of the Queen's Flight.

The Queen was represented by the Lord Brabazon of Tara (Lord in Waiting) at the Memorial Service for His Excellency Comrade Forbes Burnham (President of the Cooperative Republic of Guyana) which was held in Westminster Abbey today.

The Hon Mary Morrison has succeeded Lady Susan Hussey as Lady in Waiting to the Queen.

The Queen has appointed the Duke of Kent to be a Knight of the Garter.

Mrs Tessa Bertrand was unable to attend the memorial service for Lady d'Erlanger, celebrated yesterday at the Church of the Immaculate Conception, Farm Street, W1.

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Revival of missionary spirit urged

By Clifford Longley, Religious Affairs Correspondent

A campaign to revive the missionary enthusiasm of the Methodist Church in Britain was launched at Central Hall, Westminster, yesterday.

The key document, called *Sharing in God's Mission*, is the first overall statement of the Methodist Church's objectives for 40 years. Each circuit and district of the church throughout Britain will be expected to organize its own response to what the document identifies as the three Methodist priorities: "evangelical, social, and the political struggle for justice."

The Methodist Conference gave its approval for this strategy last July. The secretary of the home mission division, Dr Donald English, said yesterday that the church had to outgrow its "survival techniques and siege mentality."

The document declares that: "God is right, does right, and puts people right. He is opposed to all inhumanity, injustice, and hard-heartedness in his world. He calls his people to holiness, righteousness, and compassion."

"We are not free to live as though there were no injustice in the world nor if it did not matter. We are called to take seriously the social, economic, and political implications of becoming involved compassionately, even though we may not always agree on the course of action to take."

His early *Lo sa il tonno* (1923). The *Tuna Knows*, his first work to gain serious

land and Durham Division, where he established a Greater Safety Campaign which was the forerunner of a national drive on safety which dramatically reduced the number of fatalities in British coal mining. He also piloted the country's oldest coalfield through a traumatic period of transition.

He was President of the Institution of Mining Engineers in 1956-57 and in 1956 led a delegation of mining engineers to the USSR. He also led a Ministry of Fuel and Power technical mission to the Ruhr coalfield in 1945.

After his retirement as Regional Chairman, NCB, in 1969 Reid went in the following year to the Northern Economic Planning Council. He was knighted in 1972, having been appointed CBE in 1962.

He was Chairman of the Council of Durham University from which he received the honorary degree of DCL in 1970. Reid was active in the affairs of the north east in many different ways. Heriot Watt University had made him an Hon DSc in 1967.

He leaves a widow, a son and a daughter.

energy, initiative and organising ability, as well as the necessary expertise, to tackle such a job. But Charles Phillips was fully equal to it.

In the past the relations between the archaeologists and the surveying staff had not always been harmonious but, in Phillips's guidance, all this changed. The recording and surveying of antiquities went steadily ahead so that by the time of his retirement in 1965, the task was largely complete and a card index had been built up which has proved of enduring value to archaeologists all over the country - and, indeed - the world.

At the same time the production of the Ordnance Survey's incomparable period maps was energetically pursued, to the pleasure and instruction to millions.

A few years after his retirement the Government made a fierce onslaught on the Archaeology Division and virtually eliminated it. This greatly saddened Phillips who fought to save his old organisation. His efforts were vain but the work that he did can never be wholly lost.

His records and maps remain and the standards of archaeological cartography that he and the Ordnance Survey set will endure as well as the reputation of this very great archaeologist.

HERR AXEL SPRINGER

totalitarianism and was an ardent opponent of the Nazi regime.

He was prepared to take up the cudgels on behalf of the underdog, regardless of race, religion or nationality, and if it came to it, he was prepared to support such causes by way of substantial financial contributions.

He was loved and admired by his friends and hated by his enemies. He was one of those rare human beings of whom there are all too few. He is irreplaceable.

He was totally opposed to

W.H.G. writes:

Axel Springer, whom I knew since my early childhood, was a person who was reared in the old Hamburg tradition of total independence of thought and action.

He was the epitome of someone who believed in the freedom and liberty of the individual and was prepared to stand up and fight for it regardless of the personal consequences which might ensue.

He was totally opposed to

He was totally opposed to

He was totally opposed to

He was totally opposed to

He was totally opposed to

He was totally opposed to

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COURT CIRCULAR

BUCKINGHAM PALACE

October 9: The Queen left Heathrow Airport, London, this morning in a British Airways Trident 200 aircraft (captain T. J. Lakin) to visit Belize, the Bahamas, St Christopher and Nevis, Antigua and Barbuda, Dominica, St Lucia, St Vincent and the Grenadines, Barbados, Grenada and Trinidad and Tobago.

Her Majesty was received upon arrival at the airport by Mr Michael King (Director, Heathrow Airport, London), the Lord Plummer of St Marylebone (acting Lord-Lieutenant of Greater London), His Excellency Mr Arden Shillingford (High Commissioner for the Commonwealth of Dominica), His Excellency Dr Claudius Thomas (High Commissioner for Eastern Caribbean States), His Excellency Mr Oswald Gibbs (High Commissioner for Grenada), His Excellency Dr the Hon Harold Forde (High Commissioner for Barbados), His Excellency Mr Richard Demeitrie (High Commissioner for the Commonwealth of the Bahamas), Mr Ronald Sanders (High Commissioner for Antigua and Barbuda), Mr Osman Ali (Acting High Commissioner for the Republic of Trinidad and Tobago), the Lord King of Warrumbury (Chairman, British Airways) and Sir Norman Payne (Chairman, British Airways Authority).

The Countess of Airlie, the Hon Mary Morrison, the Right Hon Sir Philip Moore, Vice-Admiral Sir Peter Ashmore, Mr Robert Fellows, Mr Michael Stone, Surgeon Captain Norman Blacklock, RN, Air Vice-Marshal John Severn, Major Hugh Lindsay and Deputy Assistant Commissioner John Cracknell are in attendance.

The Countess of Airlie, the Hon Mary Morrison, the Right Hon Sir Philip Moore, Vice-Admiral Sir Peter Ashmore, Mr Robert Fellows, Mr Michael Stone, Surgeon Captain Norman Blacklock, RN, Air Vice-Marshal John Severn, Major Hugh Lindsay and Deputy Assistant Commissioner John Cracknell are in attendance.

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Mr A. P. Hyde-White and Mrs K. D. Davies. The engagement is announced between Alexander Punch, only son of Mr and Mrs Wilfrid Hyde-White, of Palm Springs, California, and Karen, elder daughter of Mr and Mrs Roy Dorrice, of Talbot House, London.

Mr M. S. Kapsalis and Miss B. A. E. Hawkins. The engagement is announced between Michael, son of Mr P. Kapsalis, of Arley, Hertfordshire, and Benita, daughter of Mrs H. B. Hawkins, of Can Pinat, Majorca, and the late Mr R. A. Hawkins.

Mr A. O. Lewis and Miss N. M. Cole. The engagement is announced between Andrew, son of Mr A. O. Lewis, of Broadway, Gloucestershire, and of Mrs P. A. Bomford, of Broadway, Gloucestershire, and of Mrs P. A. Bomford, of Broadway, Gloucestershire, and of Mrs P. A. Bomford, of Broadway, Gloucestershire.

Mr S. L. Bora and Miss D. M. Plummer. The engagement is announced between Scott, eldest son of Dr and Mrs Harold Bora, of Minneapolis, Minnesota, and Dominica, only daughter of Mr and Mrs John Plummer, of Beckenham, Kent.

Mr E. J. Dwyer and Miss M. E. L. de Vilhormis. The engagement is announced between Rupert, younger son of Mr and Mrs Robin Dent, of Paiswick, Gloucestershire, and Marie, youngest daughter of the late Nicolas de Vilhormis and Comtesse Jean de Luppé, of Paris, France.

Mr A. Dingwall-Fordyce and Miss L. M. J. Williams. The engagement is announced between Andrew, only son of Mr and Mrs J. A. Dingwall-Fordyce, of Brucklay, Maud, Aberdeenshire, and Lucinda, only daughter of Colonel and Mrs F. J. K. Williams, of Fairfield, Brimsage, The Wirral.

Mr R. A. C. Eggar and Miss J. M. Sennett. The engagement is announced between Robin, second son of the late Mr J. D. Eggar and of Mrs P. R. Eggar, of Newnham, Oxfordshire, and Jacqueline, eldest daughter of Major-General and Mrs M. H. Sennett, of Haslemere, Surrey.

Mr R. H. M. Stoyan and Miss L. P. Raymond. The engagement is announced between Rory Henry Melkide, younger son of Dr and Mrs H. L. G. Stoyan, of Harpenden, Hertfordshire, and Louise Patricia, younger daughter of Major and Mrs R. Raymond, of Redbourn, Hertfordshire.

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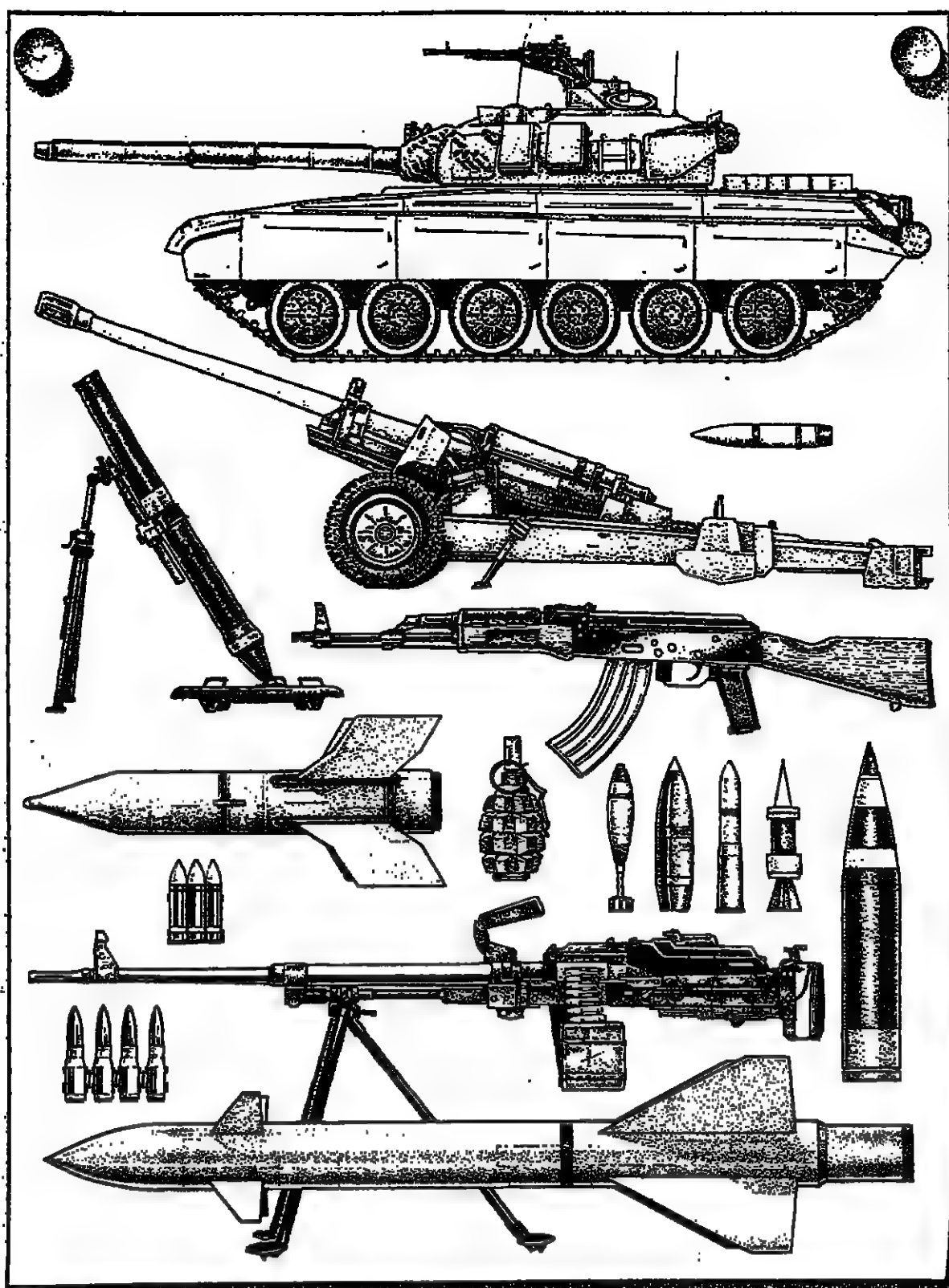
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WARSAW PACT



ROYAL ORDNANCE

Defence systems, sub-systems and components

THE TIMES
Portfolio

From your Portfolio card check your eight share price movements. Add them up to give you your overall total. Check this against the daily dividend figure published on this page. If it matches you have won outright or a share of the total daily prize money stated. If you are a winner follow the claim procedure on the back of your card.

You must always have your card available when claiming.

STOCK EXCHANGE PRICES

Steady market

ACCOUNT DAYS: Dealings Began, Sept 30. Dealings End, Oct 11. Contango Day, Oct 14. Settlement Day, Oct 21.
\$ Forward bargains are permitted on two previous days.

THE TIMES
Portfolio
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DAILY DIVIDEND
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Claimants should ring 0254-53272

No.	Company	1985 High	1985 Low	Company	Price	Chg	Yld	P/E
1	BANKS DISCOUNT HP							
2	Bank of America	10.00	9.80	Bank of America	10.00	0.20	10.00	10.00
3	Bank of England	10.00	9.80	Bank of England	10.00	0.20	10.00	10.00
4	Bank of Ireland	10.00	9.80	Bank of Ireland	10.00	0.20	10.00	10.00
5	Bank of Scotland	10.00	9.80	Bank of Scotland	10.00	0.20	10.00	10.00
6	Bank of Wales	10.00	9.80	Bank of Wales	10.00	0.20	10.00	10.00
7	Bank of Cyprus	10.00	9.80	Bank of Cyprus	10.00	0.20	10.00	10.00
8	Bank of Greece	10.00	9.80	Bank of Greece	10.00	0.20	10.00	10.00
9	Bank of Spain	10.00	9.80	Bank of Spain	10.00	0.20	10.00	10.00
10	Bank of Portugal	10.00	9.80	Bank of Portugal	10.00	0.20	10.00	10.00
11	Bank of Italy	10.00	9.80	Bank of Italy	10.00	0.20	10.00	10.00
12	Bank of France	10.00	9.80	Bank of France	10.00	0.20	10.00	10.00
13	Bank of Germany	10.00	9.80	Bank of Germany	10.00	0.20	10.00	10.00
14	Bank of Netherlands	10.00	9.80	Bank of Netherlands	10.00	0.20	10.00	10.00
15	Bank of Belgium	10.00	9.80	Bank of Belgium	10.00	0.20	10.00	10.00
16	Bank of Luxembourg	10.00	9.80	Bank of Luxembourg	10.00	0.20	10.00	10.00
17	Bank of Switzerland	10.00	9.80	Bank of Switzerland	10.00	0.20	10.00	10.00
18	Bank of Austria	10.00	9.80	Bank of Austria	10.00	0.20	10.00	10.00
19	Bank of Czech Republic	10.00	9.80	Bank of Czech Republic	10.00	0.20	10.00	10.00
20	Bank of Slovakia	10.00	9.80	Bank of Slovakia	10.00	0.20	10.00	10.00
21	Bank of Hungary	10.00	9.80	Bank of Hungary	10.00	0.20	10.00	10.00
22	Bank of Poland	10.00	9.80	Bank of Poland	10.00	0.20	10.00	10.00
23	Bank of Yugoslavia	10.00	9.80	Bank of Yugoslavia	10.00	0.20	10.00	10.00
24	Bank of Bulgaria	10.00	9.80	Bank of Bulgaria	10.00	0.20	10.00	10.00
25	Bank of Romania	10.00	9.80	Bank of Romania	10.00	0.20	10.00	10.00
26	Bank of Greece	10.00	9.80	Bank of Greece	10.00	0.20	10.00	10.00
27	Bank of Turkey	10.00	9.80	Bank of Turkey	10.00	0.20	10.00	10.00
28	Bank of Iran	10.00	9.80	Bank of Iran	10.00	0.20	10.00	10.00
29	Bank of Iraq	10.00	9.80	Bank of Iraq	10.00	0.20	10.00	10.00
30	Bank of Kuwait	10.00	9.80	Bank of Kuwait	10.00	0.20	10.00	10.00
31	Bank of Saudi Arabia	10.00	9.80	Bank of Saudi Arabia	10.00	0.20	10.00	10.00
32	Bank of Oman	10.00	9.80	Bank of Oman	10.00	0.20	10.00	10.00
33	Bank of Qatar	10.00	9.80	Bank of Qatar	10.00	0.20	10.00	10.00
34	Bank of Bahrain	10.00	9.80	Bank of Bahrain	10.00	0.20	10.00	10.00
35	Bank of Brunei	10.00	9.80	Bank of Brunei	10.00	0.20	10.00	10.00
36	Bank of Malaysia	10.00	9.80	Bank of Malaysia	10.00	0.20	10.00	10.00
37	Bank of Singapore	10.00	9.80	Bank of Singapore	10.00	0.20	10.00	10.00
38	Bank of Philippines	10.00	9.80	Bank of Philippines	10.00	0.20	10.00	10.00
39	Bank of Indonesia	10.00	9.80	Bank of Indonesia	10.00	0.20	10.00	10.00
40	Bank of Thailand	10.00	9.80	Bank of Thailand	10.00	0.20	10.00	10.00
41	Bank of Vietnam	10.00	9.80	Bank of Vietnam	10.00	0.20	10.00	10.00
42	Bank of Laos	10.00	9.80	Bank of Laos	10.00	0.20	10.00	10.00
43	Bank of Cambodia	10.00	9.80	Bank of Cambodia	10.00	0.20	10.00	10.00
44	Bank of Myanmar	10.00	9.80	Bank of Myanmar	10.00	0.20	10.00	10.00
45	Bank of Sri Lanka	10.00	9.80	Bank of Sri Lanka	10.00	0.20	10.00	10.00
46	Bank of Maldives	10.00	9.80	Bank of Maldives	10.00	0.20	10.00	10.00
47	Bank of Seychelles	10.00	9.80	Bank of Seychelles	10.00	0.20	10.00	10.00
48	Bank of Mauritius	10.00	9.80	Bank of Mauritius	10.00	0.20	10.00	10.00
49	Bank of Zimbabwe	10.00	9.80	Bank of Zimbabwe	10.00	0.20	10.00	10.00
50	Bank of Botswana	10.00	9.80	Bank of Botswana	10.00	0.20	10.00	10.00
51	Bank of Namibia	10.00	9.80	Bank of Namibia	10.00	0.20	10.00	10.00
52	Bank of Lesotho	10.00	9.80	Bank of Lesotho	10.00	0.20	10.00	10.00
53	Bank of Swaziland	10.00	9.80	Bank of Swaziland	10.00	0.20	10.00	10.00
54	Bank of Mozambique	10.00	9.80	Bank of Mozambique	10.00	0.20	10.00	10.00
55	Bank of Angola	10.00	9.80	Bank of Angola	10.00	0.20	10.00	10.00
56	Bank of Zambia	10.00	9.80	Bank of Zambia	10.00	0.20	10.00	10.00
57	Bank of Malawi	10.00	9.80	Bank of Malawi	10.00	0.20	10.00	10.00
58	Bank of Mozambique	10.00	9.80	Bank of Mozambique	10.00	0.20	10.00	10.00
59	Bank of Zimbabwe	10.00	9.80	Bank of Zimbabwe	10.00	0.20	10.00	10.00
60	Bank of Botswana	10.00	9.80	Bank of Botswana	10.00	0.20	10.00	10.00
61	Bank of Namibia	10.00	9.80	Bank of Namibia	10.00	0.20	10.00	10.00
62	Bank of Lesotho	10.00	9.80	Bank of Lesotho	10.00	0.20	10.00	10.00
63	Bank of Swaziland	10.00	9.80	Bank of Swaziland	10.00	0.20	10.00	10.00
64	Bank of Mozambique	10.00	9.80	Bank of Mozambique	10.00	0.20	10.00	10.00
65	Bank of Angola	10.00	9.80	Bank of Angola	10.00	0.20	10.00	10.00
66	Bank of Zambia	10.00	9.80	Bank of Zambia	10.00	0.20	10.00	10.00
67	Bank of Malawi	10.00	9.80	Bank of Malawi	10.00	0.20	10.00	10.00
68	Bank of Mozambique	10.00	9.80	Bank of Mozambique	10.00	0.20	10.00	10.00
69	Bank of Zimbabwe	10.00	9.80	Bank of Zimbabwe	10.00	0.20	10.00	10.00
70	Bank of Botswana	10.00	9.80	Bank of Botswana	10.00	0.20	10.00	10.00
71	Bank of Namibia	10.00	9.80	Bank of Namibia	10.00	0.20	10.00	10.00
72	Bank of Lesotho	10.00	9.80	Bank of Lesotho	10.00	0.20	10.00	10.00
73	Bank of Swaziland	10.00	9.80	Bank of Swaziland	10.00	0.20	10.00	10.00
74	Bank of Mozambique	10.00	9.80	Bank of Mozambique	10.00	0.20	10.00	10.00
75	Bank of Angola	10.00	9.80	Bank of Angola	10.00	0.20	10.00	10.00
76	Bank of Zambia	10.00	9.80	Bank of Zambia	10.00	0.20	10.00	10.00
77	Bank of Malawi	10.00	9.80	Bank of Malawi	10.00	0.20	10.00	10.00
78	Bank of Mozambique	10.00	9.80	Bank of Mozambique	10.00	0.20	10.00	10.00
79	Bank of Zimbabwe	10.00	9.80	Bank of Zimbabwe	10.00	0.20	10.00	10.00
80	Bank of Botswana	10.00	9.80	Bank of Botswana	10.00	0.20	10.00	10.00
81	Bank of Namibia	10.00	9.80	Bank of Namibia	10.00	0.20	10.00	10.00
82	Bank of Lesotho	10.00	9.80	Bank of Lesotho	10.00	0.20	10.00	10.00
83	Bank of Swaziland	10.00	9.80	Bank of Swaziland	10.00	0.20	10.00	10.00
84	Bank of Mozambique	10.00	9.80	Bank of Mozambique	10.00	0.20	10.00	10.00
85	Bank of Angola	10.00	9.80	Bank of Angola	10.00	0.20	10.00	10.00
86	Bank of Zambia	10.00	9.80	Bank of Zambia	10.00	0.20	10.00	10.00
87	Bank of Malawi	10.00	9.80	Bank of Malawi	10.00	0.20	10.00	10.00
88	Bank of Mozambique	10.00	9.80	Bank of Mozambique	10.00	0.20	10.00	10.00
89	Bank of Zimbabwe	10.00	9.80	Bank of Zimbabwe	10.00	0.20	10.00	10.00
90	Bank of Botswana	10.00	9.80	Bank of Botswana	10.00	0.20	10.00	10.00
91	Bank of Namibia	10.00	9.80	Bank of Namibia	10.00	0.20	10.00	10.00
92	Bank of Lesotho	10.00	9.80	Bank of Lesotho	10.00	0.20	10.00	10.00
93	Bank of Swaziland	10.00	9.80	Bank of Swaziland	10.00	0.20	10.00	10.00
94	Bank of Mozambique	10.00	9.80	Bank of Mozambique	10.00	0.20	10.00	10.00
95	Bank of Angola	10.00	9.80	Bank of Angola	10.00	0.20	10.00	10.00
96	Bank of Zambia	10.00	9.80	Bank of Zambia	10.00	0.20	10.00	10.00
97	Bank of Malawi	10.00	9.80	Bank of Malawi	10.00	0.20	10.00	10.00
98	Bank of Mozambique	10.00	9.80	Bank of Mozambique	10.00	0.20	10.00	10.00
99	Bank of Zimbabwe	10.00	9.80	Bank of Zimbabwe	10.00	0.20	10.00	10.00
100	Bank of Botswana	10.00	9.80	Bank of Botswana	10.00	0.20	10.00	10.00

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Executive Editor Kenneth Fleet

Lawson the gambler makes City uneasy

"The stocks were sold, the Press was squared, the middle-class were quite not disappointed. The Chancellor secured his standing ovation in Blackpool, after delivering a speech which told the Tory Party conference more or less what it wanted to hear. Mr Lawson worked hard at his speech and should be pleased with its reception. Harold Macmillan himself, assuredly, raised a benevolent eyebrow: the difference of speaker and delegates to Middle Way Conservatism will delight him.

Inflation, the Chancellor avowed, will keep falling, and should be below 4 per cent next year. This is a slightly better figure than City estimates. Tax cuts are on their way, the balance of payments is strong, new business formation is at record levels. The privatization programme is in good shape, the realignment of exchange rates against the dollar is sensible. Firm foundations have been laid for a better standard of living; and government expenditure is under control.

The list of Government successes is almost endless; the Chancellor even managed some encouraging noises about unemployment. Yet behind the conference rhetoric there lurked the now familiar ambivalence over critical areas of policy.

On the one hand, the Chancellor is against government expenditure, and quoted convincingly cuts in the UK contribution to the European Community, cuts in council buildings, and a reduction in handouts to nationalized industries.

On the other, the Chancellor sought to impress with bigger spending on the health service, the police, roads and education. This is not an empty boast. Outline money supply figures for the September banking month reveal that the public sector was expansionary, relative to the monetary aggregates, by about £1.3 billion. This does not mean that the public sector borrowing requirement is overshooting; it does mean that a substantial degree of demand is being injected into the economy, as the PSBR remains unfunded.

The City is uneasy about this apparent flouting of the Government's strict monetary guidelines, because it has learned that the expansion of domestic credit, if unchecked, via sales of government paper can be highly inflationary. That is why gilt traders greeted the Chancellor's speech yesterday with studied indifference.

Without further clarification of the Chancellor's policies, there will be a temptation to dismiss yesterday's speech as yet another political gambler's throw. A temptation hard to resist as the Chancellor himself chose a gambling metaphor as a central image, ("the blue square").

The City is concerned about Mr Lawson's winning streak. Last year, the gambit was a front-end loaded PSBR, which somehow came unstuck about November as the money supply (£M3) accelerated. One consequence of the British Telecom flotation was a very serious sterling crisis.

The Chancellor's inflation forecast yesterday may well be predicated on continued falls in the dollar.

The Chancellor touched briefly on the privatization, but widely refused to be more precise. He cannot, however, be unaware that the London equities market needs to be in sparkling fettle to absorb share flotations like BA and more particularly British Gas.

The City needs a more policy-oriented discourse. The Chancellor has shown the market his party political side. The other side would be welcome. Perhaps he will reveal it in his Mansion House speech on October 17.

SIB flexes its long arm

Any recalcitrants in the City who entertained a lingering belief that they might escape the long arm of the Securities and Investments Board should have been thoroughly disabused by last night's speech by Sir Kenneth Berrill, chairman of the SIB, to the finance and investment seminar of the universities of Edinburgh and Stirling.

After mentioning almost as an aside that some City firms without private client business are opposed to incorporation in the likely regulatory structure, Sir Kenneth said briskly: "I can understand these doubts, but it seems to me that attempts to fine-tune the coverage of the proposed legislation, however ingenious, are likely

only to open potential loopholes that will, in time, serve to undermine its purpose".

This is indeed the heart of the matter. Despite what certain commodity traders and bond dealers may claim, the distinction between a professional and a non-professional client is too indistinct to be a satisfactory basis for the new structure. The message is clear that, whether they like it or not, such firms will have to sign up and pay up.

Most firms, however, are already resigned to this eventuality. Sir Kenneth was able to report for the first time officially that discussions between the SIB and the Association of International Bond Dealers were bearing fruit. If some kind of self-regulatory organization for bond dealers is added to a group to cover leading investment managers, we shall have five SROs.

One question to which Sir Kenneth provided the outlines of an answer was the status of clearing bodies such as the International Commodities Clearing House. These bodies it seems, will be recognized as competent clearers for exchanges without their own mechanism. And so furious is the pace of change that the SIB is now telling the over-the-counter market that, unless it can set up a suitable investment exchange with proper price transparency, "our conduct of business rules may need to be uncomfortably restrictive".

The pace at which events are moving was vividly demonstrated by remarks made yesterday by David Rochester, the newly appointed head of London securities trading at Merrill Lynch, the US broking giant.

Mr Rochester, who was formerly employed by Cazenove & Co, and Wedd Durlacher, made it plain that Merrill Lynch intends to act as both a jobber and a broker on the Stock Exchange floor from next March. That is when new rules will permit non-members to own 100 per cent of member firms.

Merrill Lynch already has a minority stake in A.B. Giles and Cresswell, the six-partner gilt jobber. It does not intend to buy a broking firm: the Americans are growing their own by recruiting market makers and researchers.

This will parallel the expected moves by Barclays Merchant Bank to take control of the jobbers Wedd Durlacher and de Zoete and Bevan, the stockbroker, and run them side by side. As long as personnel are distinct and remain physically separated, the principle of single capacity is at least nominally maintained. But Chinese walls will be strained to the utmost by the inevitable chance meetings of the employees of such pairings in refreshment centres near the stock market.

Perhaps Sir Kenneth should consider hiring plainclothes detectives to prevent the wrong people from talking to one another, though only in business hours, of course.

Parting shot of a non-executive trio

Without a majority on the board, just what effect can non-executive directors be expected to have on the running of a company? The dramatic departure from the board of LRC, a trio of non-executive directors has provided one answer. They have turned the spotlight, full glare, on to the company.

Once better known for its contraceptive than Spode china, LRC is suddenly famous for the size of its expenses bill - more than £2 million shared between 20 senior executives last year.

The disillusioned trio - Donald Seymour, Martin Lampard, Harold Whittall - were not happy. They were even less happy about the idea of making chief executive, the abrasive American, Alan Woltz, into Chairman, displacing Mr Seymour in the process.

Not all the five non-executives on LRC's 12-man board shared these qualms. Having failed to win the argument, the three did the noble thing and resigned, but they ensured that they did not depart unnoticed.

This is exactly the kind of thing believers in non-executive directors to achieve. Pioneered, the organisation for the propagation of non-executives in boardrooms, has been existing in the hope of such a public triumph. Its director, Jonathan Charkham, is returning to the Bank of England and handing over to Douglas Strachan. Until last January, he was an executive director of Allied-Lyons.

Merchant banks dismayed by threat of bid constraint

By Jeremy Warner

The Takeover Panel has astonished the City's leading merchant banks by suggesting that they be barred from making markets in the shares of companies they are advising during a takeover battle.

The proposal is made in a discussion document sent to leading City firms on what changes should be made to the takeover code and its interpretation when the securities industry is deregulated in October next year.

One of the consequences of deregulation will be the creation of "multi-service financial organizations" combining corporate finance advice and share-dealing facilities.

This has implications for the takeover code, raising questions of how far the dealings of an adviser should be regarded as being in concert with the takeover client.

The discussion document expresses concern that "even where dealing decisions are taken in a part of the adviser's operations distinct from the

corporate finance department there will be a "community of interest" which may mean that the dealing is carried out to further the interests of the house as a whole in promoting the outcome sought by the takeover client.

A strict approach to the problem would presume that all dealings are in concert with a takeover client, the panel says, and consequently the adviser would be banned from making a market in the client's shares during the takeover battle.

It is this suggestion that has caused such dismay among those attempting to merge differing City firms into American-style investment banking operations.

Mr Peter Wilmot-Sitwell, senior partner of Rowe and Pitman, the stockbroker that is merging with Akroyd & Smithers, Mulhens and S.G. Warburg, said he regarded the proposal as "ridiculous and completely unhelpful to those attempting to build internationally competitive security houses in Britain".

Others said that the suggestion was just not practical.

The panel's document goes on to suggest that a more flexible approach to the problem would be to allow advisers to deal subject to limits, but "only on the understanding that this freedom is not abused to evade the panel's rules, with disclosure taking place to ensure abuses are identified".

Mr Wilmot-Sitwell said that a policing and reporting system for advisers acting as market makers would be easy to establish.

"The alternative of forcing substantial market makers to leave the floor would not only be unfair, but it would also wreak havoc in the marketplace, leaving a hole to be filled by fair-weather traders," he said.

One further approach discussed by the panel is to adopt the flexible system but to apply more restrictive requirements to houses which are found not to abide by the spirit of the code.

The document says: "This has the attractions of providing more teeth than would otherwise be the case, although it suffers from the problem of the more flexible approach itself, namely the difficulty of establishing that the spirit of the code has been disregarded."

"If the strict approach is adopted for all principle dealings a broker/dealer or market maker would not be able to function in the offshore stock if the corporate finance department was acting for the offeror."

The implications for multi-service groupings would be that all dealings in the offshore stock would have to cease once certain takeover rules begin to bite.

The panel says: "The advantage of this approach is that there is no possibility of block trading or market making being used by an adviser to promote the outcome sought in a takeover but not available to the client itself."

Chancellor criticized for missing IMF talks

From Sarah Hogg and David Smith, Seoul

British business sources here complain that the absence of the Chancellor from the annual meeting of the International Monetary Fund may have damaged British opportunities in what is now the fourth largest market in the developing world.

Instead, Mr Nigel Lawson was obliged by the Prime Minister to attend the Conservative Party conference.

British exporters have just been overtaken by their French competitors in South Korea. Businessmen here associate this with the successful visit of the French Prime Minister, M. Laurent Fabius.

In the first half of this year, Britain sold only \$214 million (£150 million) of goods to Korea out of total Korean imports of \$14.3 billion, a mere 1.5 per cent of the total.

Sources also point out that West Germany, which sells twice as much to Korea as Britain, has three senior government ministers at the meeting and is using the opportunity to enhance export opportunities. The West German defence minister also arrives today.

Britain's trade deficit with Korea was running at \$235 million in the first half of this year.

Britain's industrial performance in Korea is weak, involving far fewer joint ventures than any other big industrial economy. Observers here point in particular to German and French strength in pharmaceuticals, an area where Britain should do well. They also point to missed opportunities in electronics and defence.

It is now said that a visit from the Prime Minister is needed to restore Britain's prestige in South Korea, where business contracts depend heavily on government connections.

● The American Administration's unpublished "illustrative" list of 15 countries eligible for special help under the Baker plan for resolving the international debt has been criticised by developing countries represented at the meeting.

Countries on the list, which is understood to include Brazil and Nigeria, will be eligible for increased bank lending supported by World Bank finance if they demonstrate willingness to undertake long-term structural reforms of their economies.

● South Africa's finance minister, Mr Barend de Plessis, criticised several banks for withdrawing financial support for his country. He said the sudden large withdrawal by some foreign banks of short-term credit facilities forced the Pretoria Government to impose its standstill last month of foreign debt repayment.

GEC appoints Marconi chairman

By William Kay
City Editor

General Electric Company has taken action to stem the recent loss of top management by reappointing Mr Rhys Williams from MMG Patricof, the investment group, to be chairman of Marconi, the electronics company.

Until 1983 Mr Williams was managing director of GEC's telecommunications and business systems division. He will also become a main board director of GEC.

Mr Williams, 51, was managing director of Alan Patricof Associates, MMG's venture capital arm, and will remain a director of that company with a continuing equity interest in its funds.



Rhys Williams: returns from MMG Patricof

become chief executive of STC, the troubled electronics group. Mr Williams was managing director of Marconi. His place is being taken by Dr Ian MacBeath.

GEC announced two other boardroom promotions. Mr Bob Davidson, head of the turbine generator and traction interests, succeeds Sir Alan Vesil.

Mr James Prior, GEC's chairman, said: "There is a wealth of excellent management within GEC, and I am delighted to see these promotions."

Mr Ronald Cohen, executive chairman of MMG, said: "It is testimony to Rhys Williams' experience and abilities that he will be leading a £1.5 billion organization and one of the world's leading electronics companies."

Intervention slows dollar recovery

Subtle and widespread intervention in currency markets by central banks over two days has so far prevented any substantial recovery in the dollar after dealers' attempts to test the weekend agreement by the five leading countries that no further measures were needed to depress the American currency.

The Bank of Japan and the Federal Reserve Board intervened in Tokyo yesterday to contain recovery in the dollar against the yen. The Fed acted strongly, selling about \$100 million against the yen, accounting for almost a quarter of trading.

This came after intervention on the dollar/mark rate in Tokyo and Frankfurt on Tuesday and seems to have persuaded speculators to hold back.

In London, sterling ended at \$1.4150 in quiet trading. In New York, the dollar opened more than a penny lower at DM2.6410 before recovering to DM2.6470.

IN BRIEF SGB snubs Beazer

C. H. Beazer, the fast-growing building group, has made a tender offer for 25 per cent of SGB Group, valuing the scaffolding to tool hire business at £90.5 million. SGB condemned the offer as "wholly inadequate" and urged shareholders to reject it.

Beazer's offer is unique as it guarantees a top-up payment to accepting SGB shareholders if Beazer decides to bid for SGB in the next 12 months at a price above the tender price.

Tempus, page 21

ICA attack

The Institute of Chartered Accountants has criticised proposals that the distinction between banks and licensed deposit-takers should be abolished.

Higgs ahead

Higgs and Hill, the builder, lifted pretax profits from £3.2 million to £3.9 million in the six months to June 30. Turnover rose from £92.0 million to £97.0 million and the interim dividend is up from 4.5p to 5p.

Tempus, page 21

Business failures in the first nine months of this year were only 0.6 per cent below last year's corresponding level, according to Trade Indemnity, the credit insurance company.

Holt Lloyd gain

Holt Lloyd International, the specialist chemicals group, has increased pretax profits to £3.1 million from £2.9 million for the 28 weeks to September 8. Sales rose to £41.3 million from £35.2 million. The interim dividend is maintained at 1.65p, payable on March 3.

Tempus, page 21

Orders down

Export orders have fallen for West Midlands companies and their home trade appears to have worsened, according to the third-quarter survey by the West Midlands Regional Group of Chambers of Commerce.

Copper forecast

Copper prices may peak at an average 70 cents a pound in the first half of next year, then fall to an average of 65 cents in 1987, according to Shearson Lehman's annual review of the industry.

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Merrill to buy SCM assets

By Our City Staff

Merrill Lynch, the American investment group, said yesterday that it would be exercising its "lock up" agreement with SCM, dealing a new blow to Hanson Trust's \$925 million (£654 million) bid for the American chemicals to type-writers conglomerate.

SCM agreed to sell Merrill Lynch its two most valuable assets at advantageous prices should any company buy more than a third of its shares.

Merrill Lynch said that share purchases by Hanson had triggered his option and it would be claiming the "crown jewels" on October 18.

SCM agreed to sell Merrill Lynch its consumer foods and pigments businesses for \$430 million.

Hanson yesterday began proceedings in the American courts to challenge the legality of the agreement.

MARKET SUMMARY		
STOCK MARKETS		
FT Ind Ord	100.70 (-0.2)	
FT All Share	835.79 (-2.28)	
FT Govt Securities	84.08 (-0.08)	
FT-SE 100	1308.1 (+4.8)	
Bargains	20.54	
Dataseam USM	N/A	
New York		
Dow Jones	1330.97 (+5.48)	
Nikkei Dow	12857.20 (+21.99)	
Hong Kong		
Hang Seng	1587.99 (-18.54)	
Amsterdam: Gen	211.2 (+2.4)	
Sydney: AO	1023.5 (+3.8)	
Frankfurt:		
Commerzbank	1596.5 (-6.4)	
Bussels:		
General	500.33 (-22.44)	
Paris: CAC	205.9 (+0.5)	
Zurich:		
SKA General	416.20 (+5.8)	
GOLD		
London fixing:		
an \$328.85pm-\$326.55		
close \$328.25-\$328.75		
(230.50-231.00)		
New York:		
Comex \$326.15		
MAIN PRICE CHANGES		
RISES:		
Westland	81p+18p	
Noble & Lund	37p+5.50p	
Gabriel	108p+14p	
MS International	54p+5p	
Oceanic Group	59p+5p	
Charterhall	36p+13p	
Sheraton Secs.	18.25p+1.25p	
Bio-Isolates	30p+2p	
Moorgate Group	153p+10p	
Macellan-Glt.	320p+20p	
Parkfield Group	153p+10p	
Proliamer	25p+2p	
Whitman Reeve	185p+10p	
Dupont	49p+2.50p	
Tibury Group	118p+8p	
Ldn & Edin. Trust	358p+18p	
Turrit Corp.	150p+9p	
Jaguar	285p+13p	
Channel Tunnel	225p+10p	
Pepco Group	91p+4p	
Euro Ferries	138.50p+8p	
FALLS:		
Comb. Tech. Corp.	9.50p-1.50p	
CPU Computers	28p-3p	
Blomelmechans	20p-2p	
Brewmaker	20p-2p	
Office & Etn. Machines	210p-18p	
Newman Inds.	27p-2p	
CURRENCIES		
London:		
£ \$1.4150 (-0.0005)		
DM 3.7445 (+0.0015)		
Sfr 3.0732 (+0.0027)		
FFr 11.4191 (+0.1274)		
Yen 305.88 (-1.74)		
Index: 80.1 (unchanged)		
New York:		
£ \$1.4150		
DM 2.5480		
\$ Index: 130.8 (-0.2)		
ECU 20.581555		
SDR 20.751880		
INTEREST RATES		
London:		
Bank Base: 11 1/4%		
3-month Interbank 11% - 11 1/4%		
3-month Treasury Bills 7.17 - 7.14%		
30-year bond price 100 1/4 - 100 1/8		
US:		
Prime Rate 9.50%		
Federal Funds 8%		
3-month Treasury Bills 7.17 - 7.14%		
30-year bond price 100 1/4 - 100 1/8		

¹⁹⁸¹
¹⁹⁸²
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Tetley tea bags

Exports to Canada have tripled in value in the five years to February 1985.

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¹⁹⁸⁴
Gaymer's Olde English

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Launched 16 months ago, it is the fastest growing major brand of lager in Britain.

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In the five years up to February 1985, our pre-tax profit rose from £112m to £215m.

COMMERCIAL PROPERTY

San Francisco's squeeze puts new light on London plans

From Judith Huntley
San Francisco

Critics of the draft City of London plan should be grateful that they are not having to wrestle with the kind of swinging measures now in operation in the heart of San Francisco financial district. The town centre planning measures are the most stringent ever enacted in the US in what is a stronghold of the Democratic Party. Plot ratios are being cut, only 2.85 million sq ft of space will be allowed in the next three years and all developers are required to contribute money towards the provision of housing and child care facilities.

On top of all that there is the threat that a local action group will manage to vote through a total ban on all hotels and office buildings over 50,000 sq ft, which in US terms means virtually all developments in the city centre.

The result of the new town centre plan and the possibility of a total ban on construction in the commercial sector means that a building boom is underway despite the fact that the overall vacancy rate for office space in San Francisco is 14 per cent in a city which traditionally has had a very low vacancy rate in the past. San Francisco has the largest single concentration of office space in its central area west of the Mississippi.

Union Gooch and Wagstaff, the British firm of estate agents, estimates that new buildings in San Francisco are seeing a vacancy rate of 50 per cent. For example, the Citicorp centre is still 40 per cent unlet. The firm puts the supply of space in the pipeline at 2.263 million sq ft this year rising to 3.17 million sq ft by 1988.

The take-up of space in San Francisco has been around the 1.3 million sq ft a year level but peak rents of \$40 to \$50 a sq ft in 1982 encouraged a develop-



San Francisco's central area: stringent planning measures

ment boom which has now left the city with its oversupply problem.

As it stands now, rents have fallen, hefty incentives are being given to tenants and there is a trend to take back-office operations out of the expensive headquarters buildings to suburban locations. An example of this is the recent sale and lease-back of the BankAmerica building in San Francisco where staff will be moving out over the next 10 years. BankAmerica has already developed 1 million sq ft of offices in Concord, the decentralised office area outside San Francisco.

Pacific Bell is completing a 1.7 million sq ft scheme in San Ramon. It will be joined by Standard Oil of California with an initial phase of 1.2 million sq ft and another of the same size is on the cards.

Southern and Pacific has decided to close its operations in San Francisco adding to the large amount of space available in the city centre.

On the other hand falling rents in central San Francisco mean that differentials between such space and that in the

suburbs is diminishing, with the Pacific and Electric Company recently announcing that was to stay put. Rents are now around \$25 to \$30 a sq ft in San Francisco with rent-free periods. Leases with no incremental rises and the offer of free parking are par for the course.

But looking around central San Francisco it would be hard to see any slackening in the rate of construction, which brings us back to the new town centre plan. Developers are rushing to begin work on new projects which already have planning consent, and are buying up what are known as transferable development rights.

San Francisco's planning department is allowing developers to transfer unused space from sites where architecturally significant buildings have to be preserved to other sites and there is a market for such transfers. Plot ratios are being reduced in the office district from 14:1 to 9:1 with the retail areas being cut from 10:1 to 6:1.

In addition developers either have to pay \$5.34 per sq ft of

office space to the city housing fund or build it into their scheme and they have to contribute \$1.00 per sq ft of office space for child care facilities for low-income parents.

Norland Properties, a young and growing developer in San Francisco, is having to pay around \$3.5 million (£2.47 million) under the city's plan towards the cost of housing that is no longer going into its California Centre project now being built in the city centre. In addition the company pays \$3.2 million for transferring development rights. But for a scheme which is costing \$230 million these are relatively small sums. These sums, however, have to come out of the profits. The project is being financed by a consortium of banks led by Citibank with Norland itself having \$65 million of equity in the development.

The California Centre will have 590,000 sq ft of offices, 10,000 sq ft of retailing and 120,000 sq ft of hotel space.

San Francisco developers are waiting to see how the town centre plan will operate and if the threatened moratorium on building will take place. If it does go through it could mean that the city will see rents rising as happened in London under the Labour Government's "brown ban" in the 1960s.

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At Gold Fields recovery heralds future growth

From the Statement by
Rudolph Agnew, Chairman

• Profit before interest and tax at £162 million was an improvement of 15 per cent.

• We are fortunate that the principal gold mines in the Group are amongst the lowest cost producers in the world.

• We expect viable projects to result from gold exploration.

• The other major element of our business, construction materials, is efficient, competitive and profitable.

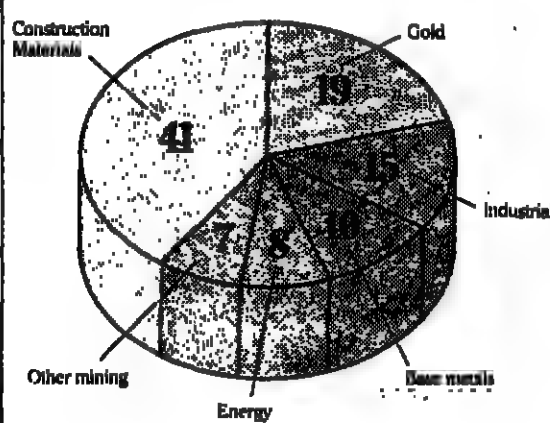
• Pessimists see a future of unrelieved recession for the mining industry: I do not agree. Attractive opportunities with near term profit potential are going to be rare, but are not absent.

• We are dedicated to growth: growth of assets, growth of cash flow and growth of income to shareholders.

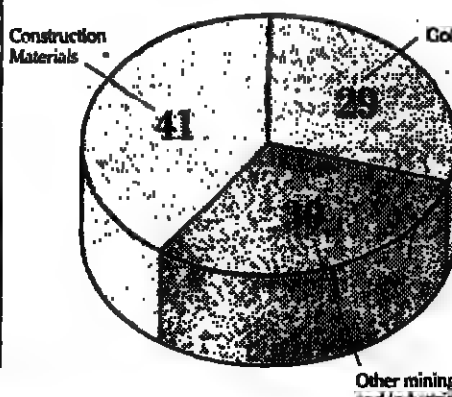
• Our confidence in the prosperity of Consolidated Gold Fields is unshaken and well founded.

Beneficial interest in Group Products

expressed as a percentage
Value of sales £1.7 billion
(Group companies, their subsidiaries and associates)



Profit Contribution £185 million
(before central charges and exploration)



Key Results from the Accounts

1985 1984 %

£ Million

Beneficial interest in Group sales	1,457	1,337	9
Profit before interest and tax	162	141	15
Profit before tax	115	105	9
Profit attributable to shareholders	77	72	8

Pence per share

Earnings	40.7	38.2	7
Dividends	24.5	24.5	-
Net assets (listed investments at market)	673	784	(14)

Per cent

Return on funds employed (historic)	15.1	14.1	7
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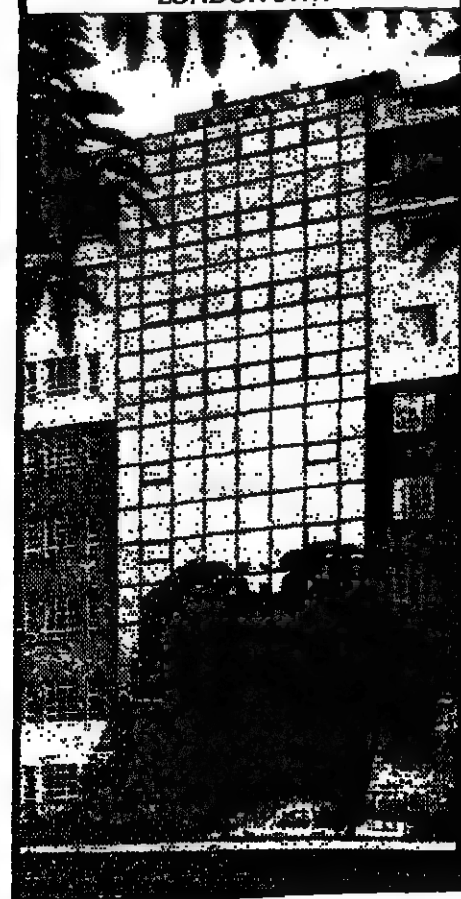
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Developer's 'think big' policy is paying off

The sale of the BankAmerica headquarters building in central San Francisco to a private developer came as no surprise to the market although it was one of the biggest ever single property deals.

Mr Walter H Shorestein, chairman of Milton Meyer and Co., bought the 1.5m sq ft building and two other buildings in a package deal for \$670 million (£473 million). He was one of the first to make an offer, being well known to BankAmerica as the manager of several of the city's largest buildings, including the Transamerica corporation's 530,000 sq ft pyramid offices.

The institutions in the US have been buying other corporate headquarters buildings from the banks, who are engaging in sale and leaseback deals to reduce the debt ratio in their books.

BankAmerica has taken back \$530 million of the loans needed to buy its San Francisco buildings with Wells Fargo lending Mr Shorestein's private company the remaining sum to finance the acquisition.

BankAmerica is taking its bank operations staff from central San Francisco in a phased move which will leave 350,000 sq ft. of space in the headquarters building to be relet.

The intriguing thing about the sale is that the institutions did not want to buy the development at the price which Mr Shorestein eventually paid. But he takes the view that it will be a long-term investment of about 10 years.

His philosophy is that prime buildings in the best locations will always perform well in the longrun, and the BankAmerica building is one of America's finest office buildings.

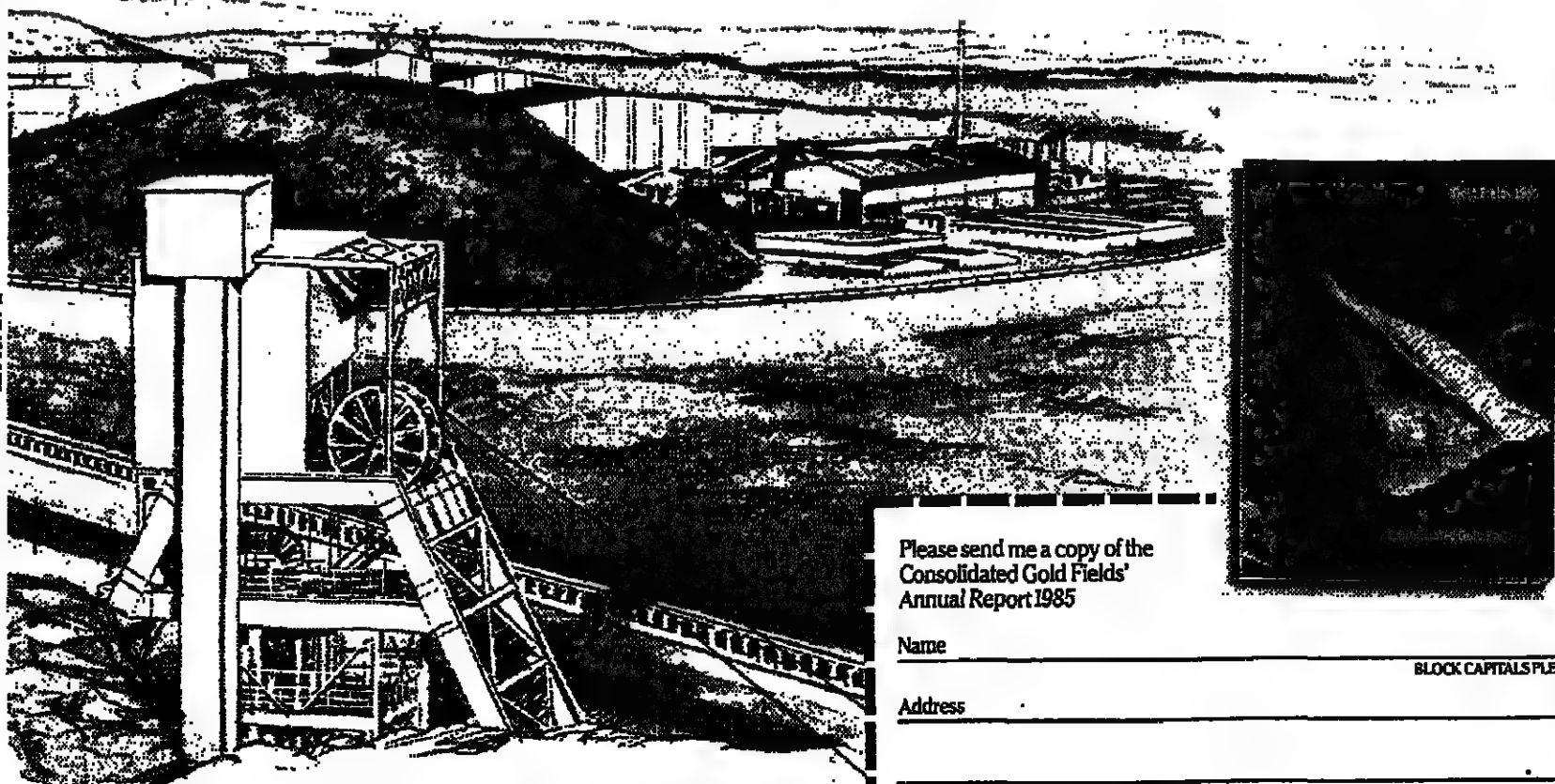
Mr Shorestein says that Equitable Life is not involved in the BankAmerica sale despite speculation around the San Francisco market, and he would not be drawn about if and when his company will look for a partner in the project.

Milton Meyer retains some of the buildings and is engaged in joint ventures for others in a variety of financial packages which are commonplace in the US but are only just coming into play in Britain.

Mr Shorestein is one of the biggest developers in the San Francisco area with \$3 billion of property under management and he owns between 25 and 30 per cent of the prime property in the city's financial district. He is unperturbed by having such a high exposure in the office market.

Mr Shorestein is a powerful man in San Francisco's property market, being a staunch Democrat in a Democratic city. In 1983 he received an award for outstanding service to the Democratic Party and its candidates.

He is confident that the San Francisco office market will improve. His policy of owning and developing only prime space in what he calls "a very demanding city" has certainly paid off to date.



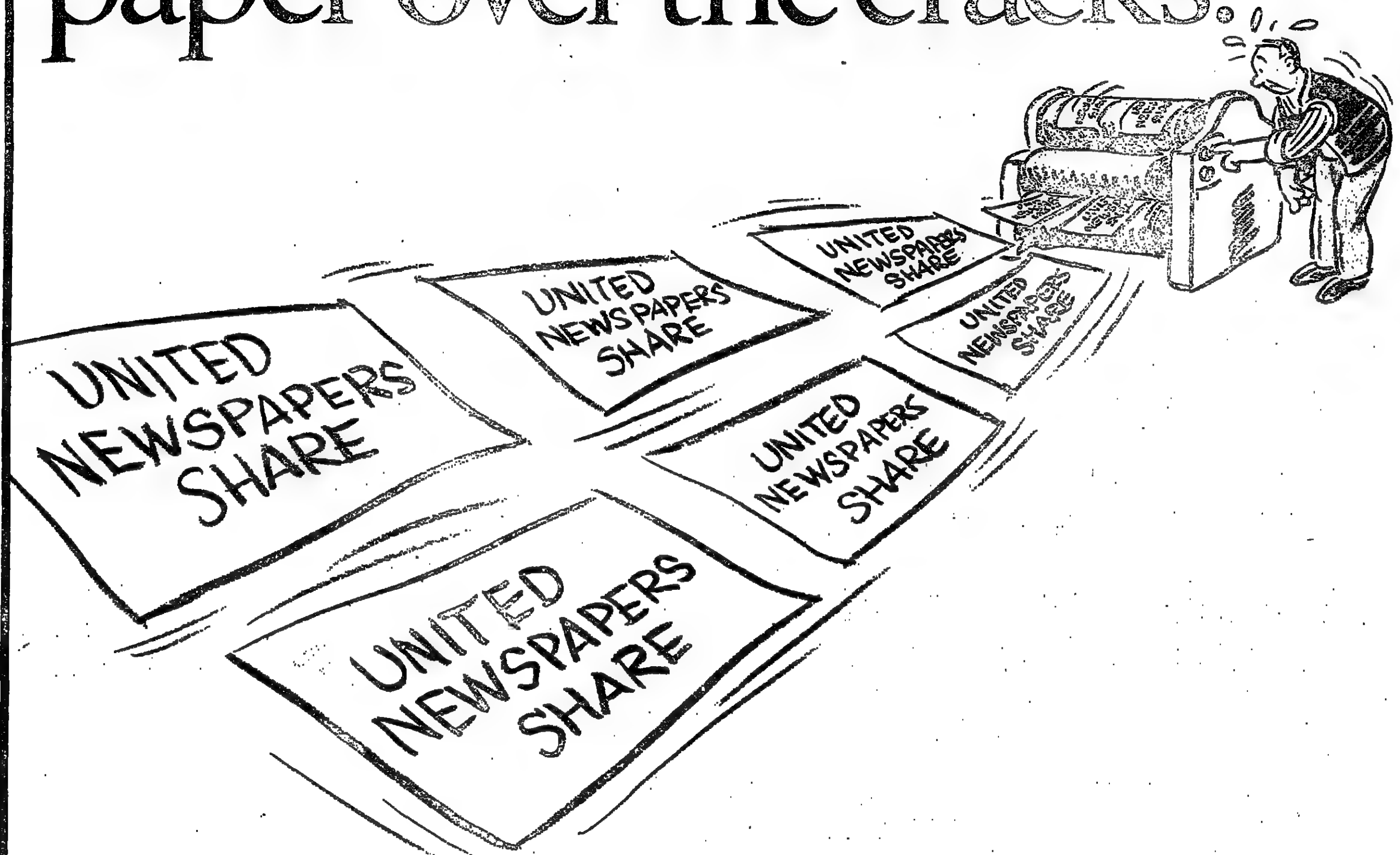
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How much longer can United Newspapers paper over the cracks?



As share issue piles upon share issue, look at the widening cracks beneath.

Consider the gulf between United's declining net tangible assets and total shareholders' funds.

No less than £77.7 million of United's December 1984 balance sheet was goodwill.

Which left £23.1 million net tangible assets.

In two years, United shareholders have watched their net tangible assets per share dwindle to just 25 per cent of their former level.

Wouldn't organic growth plug the gap?

It would if it could, but United's trading profit on original activities hasn't even regained the level shown in 1979.

Desperately seeking growth, United's only ploy is to try and buy what it can't create.

So it prints more shares.

And as share issue piles upon share issue, look at the widening cracks beneath...



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Cricket: Wide margin of victory for England but close finishes in three competitions and the averages

Lessons can be learned from appointment of Roebuck

By Richard Streeton

By appointing Peter Roebuck as Ian Botham's successor as captain, Somerset have set a precedent which other counties could follow in the years ahead. Botham, who like all England Test players, is unavailable for half the championship programme, gave his other commitments as the reason for resigning a post he has held for only two years.

It was Botham's frequent absences that fuelled the dissatisfaction felt by his detractors, who felt they were a significant factor in Somerset's poor playing performances and low morale. Warwickshire members during Willis's period as England captain felt the same way, as do Leicestershire's about Gower at the present time. Essex might yet learn the same lesson now that Gooch is to lead them, though, in their case, the problem will be deferred, as long as Fletcher is available as a stand-in.

The fact remains, however, that English counties face a dilemma about absentee captains and the problem will become more serious as the international programme becomes more and more dominant on the fixture list. When Botham's successor was discussed by Somerset's cricket and management committees, it was clearly felt that Roebuck, who was unlikely to be required by England, would bring the necessary continuity to the job during the summer. As someone unlikely to be picked to tour abroad, he would also be able in the winter to undertake fund raising and other responsibilities for the club.

Somerset also managed to resist the temptation to appoint Viv Richards, the West Indies captain. His assets included his stature as a batsman and close personal relationship with Botham. In the end the committee obviously remembered that Richards would be engaged in the Caribbean until early May - when England's tour comes to an end - and that he would miss the pre-season training and early fixtures.

Richard's future with Somerset was also unlikely to be as lengthy as Roebuck's. Those who are against overseas players leading English counties on the grounds it does nothing to help develop English talent, will also welcome Somerset's decision about Richards. The only other candidate was Vic Marks, the present vice-captain, but it was probably felt that he was too self-effacing.

In Roebuck, Somerset have settled on a quiet, studious man, whose leadership qualities, though untested at either Millfield or Cambridge University, could emerge as cast in a similar mould to that of



Roebuck: studious man

Wet summer when it rained runs

By John Woodcock, Cricket Correspondent

It was little short of miraculous that from one of the unsmiling of recorded summers a pretty good Test series was salvaged, as well as an absorbing climax to the county championship, sponsored by Britannic Assurance, a last-gasp finish to the John Player Special League and something even closer than that to the NatWest.

The optimism generated by England's victory in India last winter was bolstered by their winning the Ashes. There is no easy time any more for going to the West Indies, but it may be many years before England, who are due there at the end of January, will leave again with their batting in such seemingly good shape. It is important, obviously, that Gooch should be a member of the party, though the longer his acceptance is delayed, the more questionable will become the wisdom of his going.

As the 1985 campaign disappears into the mists of autumn, one thinks as much of next season as last. By then, all being well, the covers will have been removed, at least partially. The traditional English game has produced many great battles on drying pitches; yet with all the rain in 1985 came a surfeit of runs.

Nineteen batsmen averaged over 50, another 26 between 40 and 50; but only four bowlers averaged under 20. In 1930, when the Australians were also here and it was almost as wet, only six batsmen averaged over 50, while 28 bowlers averaged under 20. County cricket

in 1985 was played on a succession of "plastic" pitches, and it was a less good game because of it. At their winter meeting in December, the TCCB may be expected to make this a central issue.

The rules of qualification will also come under scrutiny again, not so much as they relate to playing for England, but regarding county cricket. This is an area in which anomalies abound. In 1978, for example, legislation was introduced for the purpose of forcing, in time, every county to include in its championship side, 10 players qualified for England. Yet earlier this year, Gloucestershire were able to tinker their way round this by finding that Curran, a Zimbabwean, had an Irish grandfather.

But the season just finished made for much happiness. How else could it have been when the Ashes were regained by an England side that scored its runs at an unprecedented rate?

In Australia in 1928-29, one of the strongest batting sides of England ever fielded scored at 29 runs per 100 balls. This year Gower's went at twice that rate.

When else would an eclectic side chosen at the end of an Ashes series have contained only two or three Australians and eight or nine Englishmen? This, of course, has a lot to do with present Australian standards, especially their bowling; but there is considerably more to be cheerful about than there was this time last year, after what the West Indians liked to call their "black-wash" of England.

THE SEASON'S FINAL FIRST-CLASS BATTING AND BOWLING AVERAGES

Batting									
Qualification 8 innings	Runs	HS	Av	50s	100s	Centuries	Centuries	Centuries	Centuries
I.V. Richards	324	185	22.0	10	1	1	1	1	1
G. Gooch	270	185	22.5	10	1	1	1	1	1
T. Banton	262	185	22.5	10	1	1	1	1	1
I.V. Richards	254	185	22.5	10	1	1	1	1	1
G. Gooch	246	185	22.5	10	1	1	1	1	1
T. Banton	238	185	22.5	10	1	1	1	1	1
I.V. Richards	230	185	22.5	10	1	1	1	1	1
G. Gooch	222	185	22.5	10	1	1	1	1	1
T. Banton	214	185	22.5	10	1	1	1	1	1
I.V. Richards	206	185	22.5	10	1	1	1	1	1
G. Gooch	198	185	22.5	10	1	1	1	1	1
T. Banton	190	185	22.5	10	1	1	1	1	1
I.V. Richards	182	185	22.5	10	1	1	1	1	1
G. Gooch	174	185	22.5	10	1	1	1	1	1
T. Banton	166	185	22.5	10	1	1	1	1	1
I.V. Richards	158	185	22.5	10	1	1	1	1	1
G. Gooch	150	185	22.5	10	1	1	1	1	1
T. Banton	142	185	22.5	10	1	1	1	1	1
I.V. Richards	134	185	22.5	10	1	1	1	1	1
G. Gooch	126	185	22.5	10	1	1	1	1	1
T. Banton	118	185	22.5	10	1	1	1	1	1
I.V. Richards	110	185	22.5	10	1	1	1	1	1
G. Gooch	102	185	22.5	10	1	1	1	1	1
T. Banton	94	185	22.5	10	1	1	1	1	1
I.V. Richards	86	185	22.5	10	1	1	1	1	1
G. Gooch	78	185	22.5	10	1	1	1	1	1
T. Banton	70	185	22.5	10	1	1	1	1	1
I.V. Richards	62	185	22.5	10	1	1	1	1	1
G. Gooch	54	185	22.5	10	1	1	1	1	1
T. Banton	46	185	22.5	10	1	1	1	1	1
I.V. Richards	38	185	22.5	10	1	1	1	1	1
G. Gooch	30	185	22.5	10	1	1	1	1	1
T. Banton	22	185	22.5	10	1	1	1	1	1
I.V. Richards	14	185	22.5	10	1	1	1	1	1
G. Gooch	6	185	22.5	10	1	1	1	1	1
T. Banton	0	185	22.5	10	1	1	1	1	1

Fast and loose: Ellison (left), top of the bowling averages, and the incomparable Richards, who pipped Boycott in the batting

Bowling									
Qualification 10 wickets in 10 innings	Runs	HS	Av	50s	100s	Centuries	Centuries	Centuries	Centuries
I.V. Richards	324	185	22.0	10	1	1	1	1	1
G. Gooch	270	185	22.5	10	1	1	1	1	1
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T. Banton	0	185	22.5	10	1	1	1	1	1

Boxing

Warm-up for main event

Mark Kaylor, the former British middleweight champion, and Errol Graham, who met at Wembley on November 5, had to be dragged apart during an incident at a press conference in London yesterday. The boxes had been brought together to publicize their final eliminator for the British middleweight title.

Errol Graham, the holder of the title who is due to meet Kaylor and Christie as the ugly scene erupted at a restaurant where the conference was to take place. The confrontation began earlier in the forenoon. There was a scuffle and Christie called Kaylor tried to throw him in a fountain.

Inside the restaurant Kaylor leapt at Christie, sending him sprawling across a table. Later both boxers apologized to the Press for their conduct.

Christie said: "He jumped me and got back to the time a couple of years ago when I saw him shouting his mouth off on television about what he would do to me. Words were said outside and there was a scuffle. I am going to rip his head off on the night."

Kaylor said: "He jumped me and got back to the time a couple of years ago when I saw him shouting his mouth off on television about what he would do to me. Words were said outside and there was a scuffle. I am going to rip his head off on the night."

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for much happiness. How else could it have been when the Ashes were regained by an England side that scored its runs at an unprecedented rate?

GENERAL APPOINTMENTS

October 10, 1985

The recruitment market in Britain is in dramatic transition, as employers compete for key staff to support their business plans for the next phase of economic growth. The last recession in 1979-81 saw a reduction in employment costs as most organizations streamlined their structures radically in order to survive. Now more than ever before, people are the critical resource in securing business performance and organizational effectiveness. Employers are looking particularly to recruit individuals who will give them a competitive edge in the market place.

Most companies that survived the last recession are now doing different things in new fields which, even in a period of high unemployment, puts a premium on top management talent, professional skills and specific technical expertise. The HAY-MSL index shows that the advertised demand for executives in the energy and retailing sectors is at an all-time high. This is largely a result of the failure to train and develop sufficient numbers of specialists during the slump so that most business ambitions can now be achieved only through attracting and

successfully integrating key skills from elsewhere.

This is partly because specific skills are critical to success in certain businesses, such as data processing in the financial services sector, but more generally the information revolution has led to the disappearance of many traditional jobs and to far-reaching changes in the structure and content of others.

Personnel managers, lawyers and accountants who have traditionally climbed vertical career ladders within their own function are now extending their roles so as to have a greater bearing on corporate strategy.

The need, in all sectors, is increasingly for adaptable, creative individuals with high intellectual capacity to experiment with high-risk, high-return and flexible roles that did not exist 10 or 15 years ago or even one year ago, such as marketing people with computer skills, robotics specialists and engineers' experienced in manufacturing technology.

In the past, track record was a good guide to the likelihood of future success, but this is no longer always so because what it will take to succeed in most of the new jobs of the future will be different from what it took in the past. Organiza-

Now, more than ever before, people are the critical factor in the performance of a business, says Barry Curnow



tions need to identify their requirements and then look for the people with the appropriate personality, skill and motivation profiles to meet those requirements.

The mediocrity produced by the old-boy network of recruitment will not be tolerated in future. Professionalism is the key to successful recruitment: "horses for courses" in a particular company, time and place with a specific job of work to be done.

To compete effectively in the international marketplace, British companies are realizing that, in a largely service economy, the potential value added by specialist,

talent intensifies, the successful recruitment consultancies will be those which concentrate on the basics of the business. The major objective must be effective job-person matching. This involves more than a search for candidates with the necessary qualifications and experience.

Certainly career biographies should be analysed carefully and then the interests and inclinations of the candidate assessed. But most unsuccessful appointments fail not because of an inability to read an individual's traits or even interpret a track record but because of a failure to determine the precise critical success factors that are necessary to succeed in a job in a particular company with its unique climate, pressures and requirements at a given time.

Successful person-job-employer matching is vital but cannot be achieved through superficial job analysis and interviewing techniques. Employers need and expect a comprehensive and professional assessment of both job and candidate. In a recent survey conducted by HAY-MSL, all the personnel directors questioned found it necessary to employ consultants when recruiting into senior positions but

they expressed their concern about the limitations of current services provided by recruitment consultants.

They indicated that the over-riding requirement is for a professional appreciation of the organization's culture and objectives and how the job fits into the overall scheme - four out of five of the personnel directors questioned seek extensive consultation with the consultant before candidate and job specifications are produced. However, 45 per cent were not totally confident that recruitment consultancies necessarily understood their needs and had the ability to find a sufficient number of suitable candidates.

The survey also confirmed the HAY-MSL experience that different sectors have specific skill requirements and that the different needs must be appreciated and understood. A standard approach is not appropriate. Of those questioned, 85 per cent used a particular consultant because of his special knowledge of a particular market and of the candidates available with the skills required in that market. The public sector is one with specific skill requirements where recent developments are

likely to affect the overall recruitment market.

Public sector management has succeeded traditional public administration and all public sector organizations are now conscious of the need not only to control resources but also to use them well. Competition for the small pool of management talent available in the economy as a whole is increasing but the technique of advertising and interviewing only, traditionally used in the public sector, is unlikely alone to provide the best field of internal and external candidates capable of doing the job.

The need is for a professional recruitment service to assess positions in the public sector and determine the managerial skills, professional competence and personality traits necessary to succeed in those positions.

External candidates must then be sourced and assessed alongside people already employed in the public sector. If talent is to be used effectively, the barriers between the public and private sectors, borne largely out of a lack of job and candidate information across the sectors, must be removed.

Barry Curnow is managing director of HAY-MSL management consultants

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Salary around £9,500 ams.

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130 Regent Street, London W1

GENERAL APPOINTMENTS Trade 01-278 9161/5

ASSISTANT ENGINEERING MANAGER (DESIGN) c. £20,000 + Car

We are looking for someone to bring new ideas to our design section. Your role will be to control and motivate a small design team responsible for carrying out feasibility studies, interpreting affiliate requirements and defining specifications for the shop floor. Leadership ability, effective communications skills and a flexible approach are all key requirements. Aged 30+, you will also need at least an HNC in an engineering science, together with sound design experience including familiarity with computer aided design systems (an IBM CADAM system is in operation). Any experience in the high speed packaging and/or tobacco industry would be an additional asset.

ASSISTANT ENGINEERING MANAGER DESIGNATE (PRODUCTION) c. £15,500 + Car

This is a superb career development opportunity for a high calibre Production Engineer, aged 30+, who is professionally qualified and familiar with the very latest production techniques.

Your prime role will be to develop the shop floor infrastructure to support the continued expansion of Philip Morris Engineering Services, with particular emphasis on the application of computer techniques to production activities.

You will be responsible for motivating and controlling through Section Leaders a small team of highly skilled electricians, electronics technicians, fitters etc.

COMPUTER AIDED DESIGN ENGINEER From £12,000

A newly created specialist role incorporating the most up-to-date design technology. You will control the CADAM system (which is interfaced with our IBM 386), maintain its equipment and software, and guide staff in its operation. An appreciation of engineering is essential to help you write programmes and to develop the system.

Aged 25-35, you should be educated to at least HNC level. Familiarity with computer aided design systems is essential, and you will ideally have worked within a machine shop environment. Articulate is also required for instructing and liaising with staff of all levels.

ELECTRONICS PROJECT ENGINEER c. £12,000

You will be responsible for leading our professional team into the era of 'electronics' and, as you will liaise between project engineers and the workshop, you must combine engineering and management skills.

Aged 30+ and HNC/degree qualified, you will need to be in touch with the very latest developments in the electronics field and be familiar with the application of electronics to high speed packaging machinery, in order to make recommendations as to the implementation of new equipment and systems.

MECHANICAL PROJECT ENGINEERS c. £12,000

These very demanding roles require dedication, self-motivation and, above all, versatility. You will analyse 'what we have' and 'what we need' and then marry the two! You will be responsible for projects from commencement to completion: from assessment of material and labour requirements to final installation. This may involve writing reports, installing equipment, instructing shop floor workers - almost anything! And you could be working anywhere in the world.

You must be at least 25, educated to HNC in mechanical engineering and ideally with experience in the tobacco industry or in a high speed packaging environment.

DRAUGHTSPEOPLE c. £10,000

We make extensive and increasing use of computer aided design and

Engineering on a truly international scale

Philip Morris Engineering Services are a prestigious team of engineering troubleshooters. We provide a unique service to the vast Philip Morris organisation - the company behind Marlboro, the world's best selling cigarette - and its affiliates worldwide; engineering on a truly international scale.

In the early 1960's an in-house conversion team was established to redesign and rebuild equipment.

From small beginnings we have gone from strength to strength. From specialising in rebuilding existing machinery, our comprehensive range of services now extends to supplying cigarette manufacturing and packaging machinery parts and know-how to countries as diverse as Brazil, Canada, The Philippines and Pakistan. With the back-up of one of Europe's most advanced tobacco rebuild facilities, we are able to react speedily and effectively to meet rapidly changing market demands.

The secret of our success lies in a workforce of highly professional and versatile men and women. Engineers who can provide a superb standard of service, wherever they are in the world. They possess initiative and self-motivation - equipment as essential as any tool or appliance.

It is they who are the power behind our spectacular growth in recent years, and it is individuals like them that we now seek to continue our expansion.



PHILIP MORRIS ENGINEERING SERVICES

therefore need more ONC qualified Draughtspeople in the 25-40 age range to join our design team. Some knowledge of CADAM would be ideal but, for those with ambition and proven ability, training can be given.

CATALOGUE COMPILER c. £8,000

To develop a more efficient organisation, we require an individual to put together operating instructions and to compile lists and illustrations of the many variations of parts we use and supply. This is a vital clerical role calling for someone with experience perhaps as a draughtsman or technical author, and who has a well developed understanding of engineering.

STANDARDS ENGINEER c. £8,500

Working closely with the Catalogue Compiler, you will produce lists of parts from engineers' specifications in order to set standards for our machine build programme. An appreciation of machine assembly and a 'feel' for engineering are vital requirements. Knowledge of the tobacco industry and its machinery would be particularly useful.

SENIOR SECTION LEADER (Electronics/Electrical) c. £12,000

This new position requires you to control a team of electronics technicians and electricians guiding them and motivating them and interfacing between them and the mechanical engineering sections. It is a highly rewarding, specialist position, presenting the opportunity to put a new section firmly in its feet and to take Philip Morris's machinery through to the next generation.

SERVICES MANAGER Up to £11,000

A great deal of initiative, self-motivation and organisational ability are needed in maintaining up-to-date standards. Building and plant maintenance, service calls, customer services, security and more will all come within your jurisdiction. You will be negotiating with suppliers and sub-contractors, as well as liaising with most sections of our personnel. You must therefore have a communicative, tactful manner and be able to command respect. Experience in a similar role, or perhaps a background within the building trade, would be ideal.

STOCK ROOM MANAGER c. £12,750

You will be responsible for arguably the principal challenge on site: managing the stock room through which EVERY item passes, involving responsibility for the physical storage of plant and controlling four section leaders.

The appointment calls for several years' sound experience of stock management plus an in-depth knowledge of packaging computerised systems and administration. We are looking for someone ideally in his/her mid 30's and a member of IFS. Total dedication and flexibility of approach will be expected of you and you must be capable of making a significant contribution to the company's future success.

PROGRAMMER/ ANALYST c. £15,500

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Philip Morris Engineering Services has a great deal to offer those with real ability and ambition, who share our forward-thinking, innovative attitudes to business.

To find out more about any of these exciting career opportunities - most of which will involve overseas travel - please contact in writing: Michael Fuller, General Manager, Philip Morris Engineering Services, 761-763 Old Kent Road, London SE15 1NZ. Tel: 01 639 2093.

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FIRST PART: (GENERAL INFORMATION)
(1) Full Name as in the Passport, (2) Date of Birth, (3) Status, (4) Postal Address, (5) Telephone Number, (6) Graduation Date with Merit, (7) Discipline, (8) Recent Photograph.

SECOND PART: (EDUCATION) LIST
(1) Name of Degree, (2) Year of Passing, (3) Class with Percentage or Grades in Each Year of Degree, (4) State City and University from which Degree obtained, (5) Period of Study (From - To -) for each Degree, (6) Your Project Work or Research in the Final Year.

THIRD PART: (EXPERIENCE) LIST
(1) Name of each Employer you have been working with after Graduation, (2) Employers Specialty Period of each Employment, (3) Your Position, (4) Salary Start and Final, (5) Your activities or responsibilities, (6) Employer's full Address.

FOURTH PART: (PROFESSIONAL EXPERIENCE) LIST
(1) Name and Type of Projects or Assignments you have worked (2) Project Value, (3) Your Involvement Period (4) Project Duration (From - To -), (5) Your Role in the Project, (6) Stage of the Project like Studies, Preliminary Design or Design Development or the Final Working Drawings, etc.

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Application

Applications, with CV should be sent to J. Gill, The Secretary, ECGD, PO Box 272, Aldermanbury House, London, EC2P 2EL, to arrive no later than Friday 1 November 1985. All applications will be treated in confidence.

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GENERAL APPOINTMENTS Trade 01-278 9161/5

Managing change: consultants for institutional development

Coopers & Lybrand is the largest and one of the fastest-growing management consultancy firms in the UK. In the last few years we have come to play a major role in the areas of institutional development and organisational analysis - projects involving a variety of disciplines, undertaken for governments, nationalised industries and other public sector agencies both in the UK and overseas. It's a demanding environment, requiring not only specialised skills but the ability to co-ordinate a range of diverse talents in a single, cohesive operation.

Continued expansion means that we need further management consultants, people capable of handling high-level institutional development and organisational analysis and managing specialist inputs from consultants drawn from several disciplines. An appreciation of the interdependence of management functions will be vital, as well as direct experience of the planning and implementation of organisational change at corporate level.

You'll be in your late twenties to mid-thirties, with a good honours degree and a relevant higher qualification, such as an MBA or membership of a professional body. Already the possessor of an outstanding record in public or private sector management, you'll be interested in broadening into consultancy work, either as a permanent career or as a planned career move.

Based primarily in London, the work involves overseas travel, especially to locations in the Third World. People who match up to our requirements can expect a generous remuneration package (including a car and allowances for overseas work) and excellent prospects for career development. If your experience has shaped you for a career in institutional development send a full résumé, including a daytime telephone number and quoting Ref. T04/7, to Roger Cooke at Coopers & Lybrand Associates, Fleetway House, 25 Farringdon Street, London EC4A 4AQ.

**Coopers
& Lybrand**

For business committed to growth.



First Interstate Bank

First Interstate Bank of California is rapidly expanding its Global Treasury operations and requires additional strategic personnel for the London Trading Center.

Senior Currency Trader

The candidate, who will be joining an existing team at a senior level, must have a proven record as a significant market maker in the main currencies. Besides self-motivation the applicant must be capable of a major contribution to the success and expansion of the team.

Senior Dealer - Foreign Exchange Sales

A professional corporate dealer is required to co-ordinate and develop the marketing of FX services to the bank's existing customer base. Additionally, the individual is expected to structure and lead a sales team capable of building new relationships in conjunction with the Trading Manager.

It is important that applicants are of high calibre willing to assume key roles in a large progressive institution which will give them opportunities for substantial career development, both in the UK and overseas.

Please write enclosing curriculum vitae to:-

Jürgen Lindemann,
Senior Vice President-Treasury Manager,
First Interstate Bank of California, 36139 Essex Street, London WC2R 3AS.

Decision Support

Application Systems Consultants

London (c. £16K + car)

Over 12 years, EPS Consultants has become the market leader in Decision Support Systems. More than 1200 clients including 70 of the Times Top 100 companies use our FCS range of products on a wide range of mainframe mini and micro computers.

Part of THORN EMI Computer Software, Europe's No. 1 software company, EPS continues its remarkable expansion of 40% per year and offers excellent promotion prospects and a wide choice of career direction.

Our applications systems group specialises in the development and support of software packages written using our FCS decision support system.

We are now expanding the group and need professionals to join us for the development, installation and support of new and existing application products.

Ideally you will be a part or newly qualified accountant or an engineer or planner with project experience in commerce or industry. Knowledge of a computer programming language and DP systems is essential. Familiarity with FCS would be an advantage. You will be expected to work on your own initiative and provide a positive and innovative contribution to the team's activities.

For further details on these career opportunities please write, including your C.V. to:

EPS Consultants Mary Horgan, Applications Group
EPS Consultants Ltd.,
35 Soho Square, London W1.

Partnership Secretary

London

c.£18,000 + car

Our clients, a long established and successful firm of Architects, who have handled many large and prestigious projects, due to retirement of the existing incumbent, now require a Partnership Secretary.

Based in pleasant central London offices, the successful applicant will be responsible for reporting to the Partners on all matters affecting Finance and will be closely involved in all aspects of the administration of the practice.

Applicants should be either qualified accountants or Chartered Secretaries with a strong financial and administrative background who are interested in a secure long term position.

To apply, please write, in complete confidence, enclosing a full CV. and quoting Ref. AJA/102 to:

**Personnel
Resources**

75 GRAYS INN ROAD, WC1X 8US 01-242 6321

GWENT HEALTH AUTHORITY

UNIT GENERAL MANAGERS

The Gwent Health Authority has revised its management arrangements, and created four units of management for the Health Services in Gwent. Each of these units will be managed by a Unit General Manager for the planning, implementation and control of managerial performance of the Unit.

The Authority serves a population of 440,000 with a budget of £100 million. It is in the process of implementing considerable change in the development of priority care services; as well as management systems and organisation. The Unit General Managers, in their own ways, and also as members of the Management Board will have a leading and substantial role in the management arrangements and candidates should be able to demonstrate high standards of sustained achievement with proven leadership qualities.

The following posts are open to appropriately experienced persons from any professional background within the public or private sectors and are offered on a 3 year renewable contract.

NORTH GWENT	population 137,000 with 1,400 staff and a budget of £15 million. Salary range: £19,000 to £21,000.
SOUTH GWENT	population 320,000 with 3,300 staff and a budget of £40 million. Salary range: £22,000 to £25,000.
MENTAL HEALTH	population 504,000 with 1,100 staff and a budget of £15 million. Salary range: £18,000 to £20,000.
COMMUNITY	population 440,000 with 1,400 staff and a budget of £15 million. Salary range: £18,000 to £20,000.

Salaries for Medical Staff appointments will be within the provisions of nationally negotiated arrangements.

Interested candidates are encouraged to contact: Mr John Skinner, Authority General Manager, on Pontypool 2401, extension 2512.

Information and application forms from: Personnel Department, Ref GMT1, Gwent Health Authority, Mamhilad, Pontypool, Gwent NP4 0YP. Closing date 31st October 1985.

UNIT GENERAL MANAGERS

Following the recent restructuring of the Authority in line with the Griffiths' Report on NHS Management, and the appointment of a District General Manager, three energetic and creative executives are now to be appointed with full personal responsibility for the effective and efficient management of resources under control, namely:-

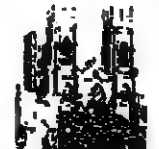
General Hospital Unit
Budget: £23m; Staff: 2,344; Beds: 1,079. Interim Salary from £21,500

Mental Illness Services Unit
Budget: £12m; Staff: 1,250; Beds: 980. Interim Salary from £19,250

Community/Mental Handicap Unit
Budget: £7.7m; Staff: 689; Beds: 370. Interim Salary from £18,500

Unit General Managers will be directly accountable to the District General Manager for providing the highest quality services to consumers within available resources. Candidates must be able to demonstrate significant achievement, experience of managing change effectively and of managing services provided by a wide range of professionals in many disciplines whether in the public or the private sector. They will be appointed on a three year renewable contract in the first instance.

Application package available from Mr Stuart Ingham, District General Manager, District Headquarters, Bootham Park, York YO3 7BY. Telephone (0904) 642171 ext. 3. Candidates are invited to contact Mr Ingham for an informal discussion. Closing date: 1 November 1985.



A special place to work.

YORK
Health Authority



A Commission in the Royal Artillery.

The Army is currently looking for applicants to compete for Commissions in the Royal Regiment of Artillery.

Better known as 'The Gunners', the Regiment provides both ground fire support and air defence cover for the Army. It is equipped with the most modern guns, missiles, data processing equipment and communication systems.

From the outset all newly Commissioned Gunner officers are given a great deal of responsibility. They are not only responsible for managing the latest hardware but more importantly, commanding the men who operate it.

The Royal Artillery offers a life full of variety. For selected officers there is also the opportunity to serve in the Airborne or Commando Artillery Regiments.

Gunner officers are required to be leaders who are practical, physically fit and mentally alert. They also need a minimum of five GCE passes at 'O' level, including English Language and, ideally, Mathematics.

If you believe you have these qualities and would like more information please write to: Lt Col (Retd) A. M. Macfarlane, Dept D504 RHQ Royal Artillery, Government House, Woolwich New Road, London SE18 6XR. Both graduates and non-graduates, aged between 18 and 26 years old, are welcome.

Army Officer

CHIEF EXECUTIVE

Home Counties based National distributor of flexible and rigid tubular goods, valves and fittings, general engineering and petrochemicals seeks a person to replace existing incumbent who will remain as chairman for a time before retiring. Likely candidates will currently be number one in a similar organisation with £15m turnover.

Write with C.V. to Box No. 0852 W The Times

Engineers for mechanical research m/f

Exploration for and production of oil and gas represent a major challenge to the Royal Dutch/Shell Group of Companies.
The KSEPL Laboratory, Rijswijk, performs a key role in the research and development effort aimed at new and improved techniques in this field.

For the Mechanical Research Department of our Laboratory we are looking for young and enthusiastic **University Graduates in Mechanical Engineering** for posts in the field of:

Drilling

To participate in research aimed at improving safety and achieving cost economies in the drilling of wells. For this purpose we are developing new techniques, measurement methods and equipment. We are also working on the improvement of models describing the drilling process.

Offshore/pipelines

To participate in research aimed at the development and improvement of offshore production systems. Here, the emphasis lies on fundamental aspects of fluid mechanics and structural mechanics, and on the development and evaluation of critical components.

In each case, experimental studies and field trials are carried out in addition to theoretical and numerical analyses. The research is

usually conducted in close co-operation with operating companies of the Royal Dutch/Shell Group and with other companies.

The candidates we need will have

- a good knowledge of applied mechanics/rheology or a good knowledge and experience of designing and constructing non-conventional equipment;
- an interest in innovative thinking and the modelling of physical phenomena;
- a critical mind and a practical approach.

Age preferably not over 30.

After four to five years, successful candidates may be assigned to Shell companies inside and outside Europe in order to broaden their experience.

Applications may also be sent by graduates in other subjects who believe they meet the job requirements, and by those who hope to graduate in the course of 1985 and early 1986. We offer an interesting and many-sided career with excellent development prospects and good terms of employment. The salary depends on qualifications and experience, if any.

Letters of application, quoting No. 606 should be addressed to Personnel Department, Koninklijke/Shell Exploratie en Productie Laboratorium, P.O. Box 60, 2280 AB Rijswijk, The Netherlands. Telephone 070 - 112812.

Applications must be received within two weeks after publication of this advertisement.



Koninklijke/Shell Exploratie en Productie Laboratorium
(Shell Research B.V.) 6, Volmerlaan, Rijswijk (ZH), The Netherlands.

Chartered Accountant? Lawyer?

— then add a new dimension to your career

- "An ability to make considered judgments and recommendations" "Decisive" "Adaptable" "Mature"
"Able to adopt a high profile at a senior level" "Either a Chartered Accountant or a Lawyer"
— probably with a degree and certainly with several years' post-qualifying experience"

These are just a few of the requirements we decided were essential when discussing some important new opportunities here at The Stock Exchange.

Every one of them pertinent to the role you could have within a professional group — a demanding job which will stretch your abilities. You would be examining applications for admission to listing and the United Securities Market, with particular reference to the marketing, accounting and disclosure aspects. A position in which it is necessary to maintain a high profile with senior company representatives and their professional advisers. The environment in which you will be working will also broaden your experience and help you to realise your full potential.

We are looking for people who are already aware of the major factors surrounding the 'revolution' in the Securities Industry, and can apply a knowledge of company law, and the requirements for listed companies and for companies in the U.S.M.

This is an excellent opportunity to point your career in a new, challenging and highly rewarding direction. The salaries we are offering will reflect the importance with which we regard these positions, and the many benefits include a company car, a fully-paid season ticket, BUPA and a non-contributory pension scheme.

Please apply with a detailed curriculum vitae to Jen Ross, Senior Personnel Officer, The Stock Exchange, Old Broad Street, London EC2N 1HP.

The Stock Exchange

Bellino
LONDON PARIS ROME

DEPUTY MANAGING DIRECTOR

To further our substantial expansion plans, we wish to appoint a top calibre deputy to our Managing Director. This appointment requires an outstanding executive with the ability to lead and motivate. A first class track record in general management within the fashion industry is essential.

A strong financial and commercial background is of more importance than a highly developed fashion flair.

Crucial to the role will be the ability to consistently balance the people and commercial needs of the business, and a high degree of intellect and numeracy will be required to handle the seniority of the position.

If this challenging but rewarding position appeals to you, please write in the first instance to:

David J. Hlom
Managing Director,
Bellino Fashions Limited,
60, Margaret Street,
London, W.1

All replies will of course be treated in the strictest confidence.

International Project Co-ordinator

c.£17,000 Based West London

This challenging appointment offering an exceptional opportunity for career development, exists within a prestigious international hotel group (US parent company).

Reporting to the Director of Projects - Europe, the job holder will be responsible for the day to day co-ordination of project management of hotel construction/refurbishment within Europe, from conception through to completion.

Eligible candidates aged 26-35 must be qualified and fluent in one or more European languages, free to travel extensively, with a background of experience in the construction/manufacturing/industrial project industry at middle management level on multiple sites within Europe. An energetic ambitious self-starter is required who can communicate easily at all levels and has the necessary discipline, resilience and sense of humour to achieve results.

Please send a full c.v. to Brian Luxton, quoting ref. 6792 or telephone for a personal history form.

Mervyn Hughes
Alexander & Co.
(International) Ltd.
Management Recruiters (Consultants)



37 Golden Square,
London W1R 4AN
Tel: 01 434 4091

CLIENT SALES EXECUTIVE

If you are imaginative and personable with a proven background in a sales environment then we have a fresh new challenge to offer you.

We are a UK subsidiary of a major European organisation supplying high calibre secretarial temporaries to companies throughout London.

Working from our offices in W.1 you will be involved in regular face to face presentations/meetings with existing and potential clients. The emphasis will be on achieving new business growth so you will need to have a similar related background.

This position offers wide flexibility and scope for genuine personal advancement along with a five figure package. To find out more, call me now.

KINGSWAY
Temporary Staff Consultants

Duke Street House, (opposite Selfridges)
415/417 Oxford Street, London W1R 1FH
Tel: 01-629 9863

Call Ely Nagler now, in confidence

icma

ICMA, the professional organisation for management accountants, seeks to appoint:

Professional Development Officer

Member of small team liaising with employers and educationalists, to expand and improve arrangements for training and development of young people pursuing a career in financial management. Candidates are likely to be graduates, with business experience, training and development background, good communicator, able to travel in England and Wales. Age 24+.

Assistant to the Registrar

To assist in the day-to-day administration of busy department processing student registration and election to membership applications. Candidates should possess a business studies qualification, knowledge of accountancy and computerised systems, staff management experience. Age 24+.

Commencing salary for both posts c.£9,000. Excellent conditions and benefits.

Please apply in writing, with Cv, to the Personnel Officer,

The Institute of Cost
and Management Accountants,
63 Portland Place,
LONDON W1N 4AB.

BRITISH APPROVALS BOARD FOR TELECOMMUNICATIONS

SENIOR TELECOMMUNICATIONS ENGINEERS

AND TECHNICAL ASSISTANTS

Attractive Negotiable Salaries

Since the appointment made in 1982 by the Secretary of State for Trade and Industry, S.A.B.T. has been actively involved in the approval of subscriber apparatus, for connection to B.T. Networks. The Board, having recently negotiated a Lease for larger offices in Hersharn, is now seeking to recruit several Senior Engineers and Technical Assistants for work in connection with the Board's Approval Scheme for Subscriber Equipment — these appointments require a knowledge of subscriber equipment (PABX, Key Telephone Systems, Telex, Telephones, Modems, etc.) together with a comprehensive knowledge of the PSTN interface.

All candidates for a Senior Engineers appointment must be Chartered or University Graduate engineers with a proven ability to communicate effectively at all levels. Previous experience gained with either B.T. or with a major British telecommunications manufacturer would be a distinct advantage. All candidates for the Technical Assistants appointments must be in possession of either an HND or HNC in an appropriate subject. All of the posts will be based at the Board's Headquarters and will involve some travel in the U.K. and occasionally abroad.

The remuneration package for all posts include an attractive and negotiable salary, dependent upon age, qualifications and experience, together with a full range of benefits and financial assistance, where appropriate, towards the cost of relocation.

Suitably qualified individuals interested in an appointment should write as soon as possible to The Director, Mr. J. Vavra, OBE, C.Eng., at Mark House, 9-11 Queen's Road, Hersharn, Walton-on-Thames, Surrey KT12 5NA — Telephone: Walton-on-Thames 244401, giving details of their age, qualifications, experience and present salary, together with an indication of salary required.

Trainee Accountant

London c.£7,000

A major British transport group with substantial overseas interests seek an ambitious graduate to join its financial management training scheme. Programmed periods in the group's head office and in operating companies will provide wide ranging accounting experience to complement studies for a professional qualification.

The overall accounting, reporting and planning experience will provide a sound base for career progression in this forward looking group able to offer excellent longer term financial and general management opportunities.

Contact David Tod BSc FCA on
01-405 3499
quoting ref D/312/KB

Lloyd Management

125 High Holborn London WC1V 6QA *Selection Consultants: 01-405 3499

Battelle GENEVA RESEARCH CENTRES

CHEMIST for GLASS TECHNOLOGY RESEARCH

BATTELLE-GENEVA is one of the five divisions of BATTELLE MEMORIAL INSTITUTE which is the largest private contract research organisation in the world. BATTELLE-GENEVA seeks innovative, young scientists for its expanding activity in GLASS TECHNOLOGY working on:

- Chemical and physical coatings made of functional metals and oxides.
- Glass-polymer laminates and composites for automobile and architectural glazing.
- Applications of glass in opto-electronic components and devices.

Candidates (PH.D. or equivalent) should be familiar with glass and understand the chemistry of coating techniques. This position requires fluency in English and working knowledge in French or German.

BATTELLE offers:

- Attractive location in our research laboratory in Geneva.
- Stimulating international research environment.
- Challenging career possibilities in science or management.
- Personal contact with top managers from industry.
- Worldwide travel to our industrial sponsors.
- Competitive salary and social benefits.

APPLICATIONS should be sent to the
PERSONNEL MANAGER of BATTELLE-GENEVA
RESEARCH CENTRES, 7 route de Drize,
1227 Carouge-Geneva, Switzerland.

Amerada Hess Oil Corporation of Abu Dhabi

Offer the following position, Qualified candidates are invited to apply.

*Ref: AHOC/8187/85 - Arzanah Island

*Position: Chief Platform Operator

*Basic Function:

Overseas and controls Process Operators, continuously monitoring and controlling the operation of gas/oil separators, well tests, test separators, gas, oil and water metering, fire and H2S Detection Systems, on assigned shift on offshore platform.

*Qualification:

(a) Completion of Secondary technical education (12 years). (b) 7 years operating experience in oil production and/or related processing plant. (c) Fluent in English.

*Salary and Benefits:

Salary Range from Dh. 5,240 to Dh. 8,500 per month including all allowances. Work rotation is 31 days on work and 20 days off with round trip economy class air ticket to point of origin.

*Applications:

English handwritten with typed Resume, including name, address, nationality, birth date, telephone number, qualifications, experience and photocopies of passport together with proven certificates and two passport size photographs to be sent to each of the following addresses: (Incomplete applications will not be considered).

(1) Administration Manager
Amerada Hess Oil Corporation
of Abu Dhabi
P.O. Box 2048,
Abu Dhabi (U.A.E.)

(2) Secretary
Recruitment Consultative Committee
Department of Petroleum
P.O. Box 9,
Abu Dhabi (U.A.E.)

UAPT INFOLINK SENIOR BUSINESS ANALYST

c. £14,500

UAPT is one of the country's leading suppliers of business information providing fast access specialist information to industry and commerce.

There is a newly created position for a Senior Business Systems Analyst with 3-4 years relevant analytical experience. Leading a small but rapidly expanding department you will be responsible for project control and supervision. Applicants must possess the necessary communication skills as well as technical knowledge to suggest new business solutions. It is anticipated that the successful applicant has a background in systems analysis and project management.

UAPT INFOLINK can offer excellent career development and promotion prospects to positive self motivated individuals.

For more information and an informal discussion please telephone:

Susan White, Recruitment Executive, UAPT INFOLINK
UAPT House, 145/149 London Road, Croydon
Office: 01-886 5644 Evening: 0273 3773323

GENERAL APPOINTMENTS

Trade 01-278 9161/5

KANGO WOLF POWER TOOLS LTD.
is the UK's leading manufacturer of professional power tools with an international reputation. To increase the already high level of sales for which our products are renowned we require:

EXPORT REGIONAL SALES MANAGER

(Italy, Greece, Switzerland and parts of Eastern Europe)

With a minimum of three years export marketing experience, the successful candidate will be self-motivated, of strong personality and be prepared to travel regularly for up to four months of the year.

The main responsibilities will be the achievement of agreed marketing objectives, the administration and motivation of Distributors and market research.

Fluent Italian is essential, German would be an added advantage.

To the successful applicant we can offer a competitive salary, Company car and the usual fringe benefits associated with a major company.

Please telephone for application form (01-998 2911) or write giving full details to:

The Personnel Manager
Kango Wolf Power Tools Ltd
Hanger Lane
Ealing W5 1DS

Recruitment Advertising

Lovell & Rupert Curtis Limited is a fast-expanding, full-service agency with a thriving Recruitment Division.

We are at present looking for someone with enthusiasm and a sound business sense to capitalise on our recent successes.

Ideally, you will be a graduate with experience gained either within a Classified Department or Recruitment Agency.

However, more important are imaginative ideas and the ability to communicate effectively with both existing clients and prospective business. An eye for detail and basic typing are essential.

Salary negotiable according to age and experience. Please telephone: Les Newton, Recruitment Manager, quoting reference LR45 or send a detailed CV to the address below.

Lovell & Rupert Curtis Limited

21 Martin's House, 21 Ludgate Hill, London EC4M 7BQ Tel: 01-248 8033

MANAGEMENT ACCOUNTANT

Salary £15,000 negotiable & car

We are a well established and expanding consultancy & products group of 3 companies specialising in international banking, systems development and in particular artificial intelligence. We have 10 staff at present rising to 100+ over the next two years.

We are seeking a capable person to control our accounts department, undertake company secretarial duties and play a key role in managing the financial and tax planning functions of the group.

His or her responsibilities will include the preparation of financial plans and management information including annual budgets, forecasts, periodic financial results and statistics as well as day to day management and planning of the group's financial resources and position.

This is an excellent career opportunity for a man or woman aged between 25/30 with at least 3 years accounting experience and qualifications to ACA, ACCA or ACCA standard or substantial part thereof with the intention of qualifying. The successful candidate can expect to share in the success of the group by rapid salary advancement and participation in the company bonus scheme.

Please apply with your full CV to:

GENISTA KROOME
The Helix Technology Companies
11 Ludgate Hill
London EC4M 7LQ

REMUNERATION ASSESSOR

We require an additional assessor to join our Remuneration Assessment team. The team are involved in assessing fair and reasonable charges for non-contentious work undertaken by solicitors who have applied to The Law Society for a Remuneration Certificate, and making written reports and recommendations to the certifying panel.

It is essential that applicants have some legal experience. Ideally they will also have a good knowledge of the Solicitors Remuneration Order 1972.

Starting salary will be somewhere in the range £9,064-£12,454 per annum, depending on experience. Other benefits include 23 days annual leave, staff remuneration, pension and season ticket loan schemes. Please send full CVs to the Personnel Officer, The Law Society, 113 Chancery Lane, London, WC2A 1PL.

(NO AGENCIES)

BROKER TRAINEES

Expanding City Bond broking firm requires several bright energetic young people to train for positions as brokers. Initial responsibilities will involve inputting of market data to be displayed on screens.

Excellent keyboard skills and some experience with VDUs are requirements.

Successful candidates will be mentally quick, personable, eager to learn and present a good appearance. Salary to £8,500 PA + benefits.

Please reply in confidence to Box No. 0933 W, The Times.

BARRISTERS CHAMBERS

BRISTOL

MANAGER/CLERK

A person with exceptional commercial ability is required to manage and develop the chambers and careers of an established and expanding group of practising barristers. Renumeration potential very substantial familiarity with legal profession desirable but not essential.

Apply in writing with CV to Mark Evans, St Johns Chambers, Small Street, Bristol, BS1 2HG.

Redundant - or just looking?

Our career counselling and job search services are individually tailored to meet the needs of senior executives (men and women) in mid-career, and get results - guaranteed. Phone:

London (01) 499 0321 Bristol (0272) 21 1987
Gulfairford (0483) 575090 Basingstoke (0256) 68608

SAS Search and Assessment Services Ltd
Head Office: 23 High St, Basingstoke Hants RG24 8BB

BOOK KEEPER

Mature, lively, grafter required for interesting position with large antique business in N1. Age 30-45. Hours 8am-4pm. Experience in PAYE and VAT. Salary £9,000pa.
Telephone 359 9894

PRESTIGIOUS CITY OFFICE

requires a Protocol/Office Assistant aged 21-30 years, salary £5,000-£7,000 depending on the applicant's experience and education. Driving license necessary. Kindly contact Mr Hall, or Mr Islam at 01 623 80654 during office hours.

Senior Operations Managers

£18,000 to £22,000 plus car

Audits of Great Britain is the leading UK Consumer Market Research Company, specialising in the measurement of market trends and the size and profile of TV audiences. As a major subsidiary of AGB Research plc, the company also acts as the base for the development of measurement systems and software which will be exploited in the Group companies worldwide.

The explosive growth of the business information industry has placed growing demands on the speed and accuracy with which information on consumer behaviours can be collected, processed and disseminated to client management. The company's Operations Division is therefore implementing an ambitious programme of development focusing upon the automation of key processes.

These circumstances have created the need to appoint three Senior Managers to strengthen the management team, reporting to the Operations Director. Applicants should have senior management experience in an information processing or computer user environment, and should combine an understanding of data processing systems with man management skills. Successful candidates can expect a package of benefits commensurate with the importance attached to this appointment.

Those wishing to enquire further should contact:

T. J. Firth, Head of Personnel Services,
Audits of Great Britain Limited,
Research Centre, West Gate,
London W5 1UA. Tel: 01-997 8484.
All enquiries will be treated in the strictest confidence.

Audits of Great Britain Ltd.

an unrivalled opportunity

Health Management

£30,000

Management is about co-ordinating resources - welding together disparate individual skills to create balance and demonstrably achieve objectives.

At Addenbrooke's Hospital in Cambridge we require a chief executive who can successfully co-ordinate all the elements of this large organisation with an annual budget of £38m and employing over 3,500 people.

Our hospital, is of course world famous and has a reputation for pioneering advanced medical techniques. We are looking for management to match.

The position - General Manager - demands a person of quite exceptional character and abilities. You will need to have the charisma and leadership qualities that will immediately command respect from staff. You must be able to communicate diplomatically, but effectively, at all levels across a wide range of professional disciplines and be able to organise, motivate and manage in this most critical and sensitive area of public service.

The appointment is for a fixed term of four years, extendable on mutual agreement. Salary is negotiable around £30,000 p.a.

To apply, you must have had a successful career in top-line management, preferably, but not essentially, within Health Care or a related sphere.

Discuss this position with Chris Minett, the District Personnel Officer. His telephone number is Cambridge (0223) 242841 Ext. 209.

Or you may apply in writing to him at Cambridge Health Authority, Purbeck House, Purbeck Road, Cambridge, CB2 2PF.

CAMBRIDGE HEALTH AUTHORITY

HAVE YOU BEEN TOO BUSY WORKING TO FIND THE RIGHT CAREER?

Many of us are so involved in the day to day necessities of living that we give little thought to how we might enhance our careers.

We are just too busy working to make the time to find our true vocation - a paradox which usually results in a feeling of wanting to change but not knowing how to go about it.

Chusid Lander can change all that.

We are a group of specialist career consultants whose sole function is to guide you to achieve your personal and financial ambitions.

We guarantee that we will commit our time and effort until you are satisfied that your career objectives have been realised.

Instead of being cooped up, we'll help you fly

For thirty years we have been striving for the best. Now it's your turn!

Telephone us to arrange a confidential personal assessment without obligation, or write to:
The Administrator Ref B/10/3
35/37 Fitzroy Street, London W1P 5AF
- enclosing a brief career summary, or simply ask us for more information.

LONDON 01-580 6771
BIRMINGHAM 021-643 8102
BRISTOL 0272 22367
MANCHESTER 061-228 0089
NOTTINGHAM 0949 37911
GLASGOW 041-332 1502
BELFAST 0232 621824

CHUSID LANDER

Direct Mail & Copywriter

required by

West End Book & Music Publisher

Music Sales Ltd is the largest publisher of printed music and books about music in Europe. We need a top copywriter to prepare copy for a variety of uses: direct mail, marketing campaigns, press advertising, promotional material for trade customers, blurb for book jackets, financial reports and press releases.

This is a top position reporting directly to the Managing Director, and we will pay a top salary to the successful candidate.

Typing and the ability to work unsupervised are essential. An interest in popular music would be a useful asset. Please write with full CV to Robert Wise, Managing Director at address below:

Music Sales Limited
78 Newman Street, London W1P 3LA. Telephone: 01-636 7777.

Career Opportunities in COMPUTER RECRUITMENT

We are Computavac Personnel Services, a highly respected and long established Recruitment Consultancy.

In keeping with our continued growth, we are seeking two exceptional individuals to share in our success. Successful candidates will probably be of Graduate standard, have a true desire to succeed and have a genuine interest in the Computer industry. Personal qualities are more important than experience. They will find high standards of achievement, a demanding but informal environment and a rewarding career.

To find out more, ring in the first instance Martin Barry on 01-253 5042 or send a detailed CV for his attention.

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A London based trade association wishes to recruit a PR assistant who will be responsible for initiating and executing PR activities under the general supervision of the Chief Executive. Some PR experience, perhaps at secretarial level, essential. Starting salary £8,000, to be reviewed after 6 months. Pension fund, and season ticket loan.

Send CV (with daytime telephone number if possible) to:
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Marlowe-Sachs are intermediaries in the field of Unit Trusts, Pensions, Investments (onshore and offshore), and Insurance. We are expanding our operations and require intelligent, energetic individuals aged 25-40 for our Head Office in the City.

Telephone 01-242 2420
28 Greville Street, London EC1



Marlowe Sachs

CONTROLLER, WALES

The Board of Governors of the BBC in consultation with the Broadcasting Council for Wales will shortly be considering this important appointment.

Candidates must have a demonstrable commitment to the development and administration of public service broadcasting in Wales and a sensitive awareness of the broad policy factors involved, together with managerial and editorial experience at a high level. They will also need to satisfy the Board of their ability to manage the BBC's substantial output in the Welsh language.

Anyone who wishes to be considered should write to the Director of Personnel, BBC, Broadcasting House, London W1A 1AA, enclosing a c.v., by Tuesday 22nd October 1985.

We are an equal opportunities employer

BBC

REGIONAL MANAGER

Baker Tubular Services, Inc., a major supplier of tubular products and services has a career opportunity for a regional manager in Europe. The successful candidate must possess:

1. Extensive knowledge and experience in materials and premium threads.
2. Capability of aiding customer problems or complaints onsite.
3. The ability to promote Baker Tubular products and services in Europe and to establish and manage an organization adequate to accomplish our objectives.

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Mrs Hart,
315 New Kings Road,
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01-731 7952

National Maritime Museum Appointment of Director

The Civil Service Commissioners, acting on behalf of the Trustees of the National Maritime Museum, invite applications for the post of Director of the National Maritime Museum.

The appointment, which is pensionable, can, at the discretion of the Trustees, be established (i.e. permanent) or be for a fixed period of, for example, five years with the possibility of re-appointment at the end of that period or of conversion to a permanent appointment. The successful candidate will be expected to take up the appointment in March 1986.

The National Maritime Museum is a general historical museum concerned with every aspect of man's encounter with the sea. It occupies five principal buildings; of these, the two open to the public, the Main Buildings and the Old Royal Observatory, stand in Greenwich Park in south-east London.

The Director, working to the Trustees, contributes to the formulation of policy, is responsible for all aspects of the operation of the Museum and its outstations, and, as Accounting Officer, for the proper expenditure of the Government grant to the Museum, having, in this respect, a direct responsibility to Parliament. The Director is also required to seek private funds over and above those provided through the Government grant in order to augment the finance available for the Museum's work.

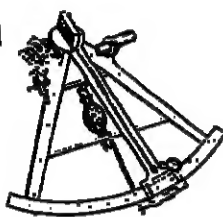
Candidates, preferably aged 35 to 50 years, must be of high academic standing and acknowledged authority in a major field of the Museum's work. They must have demonstrated substantial achievement at a senior level of management, preferably in the world of multi-disciplinary museums.

The starting salary for this post will be within the range £28,315-£29,065 according to qualifications and experience.

Relocation expenses may be available.

For further details and an application form (to be returned by 1 November 1985) write to Civil Service Commission, Alencon Link, Basingstoke, Hants, RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours). Please quote ref: G/6672.

An equal opportunity employer



TELECOMMUNICATIONS SPECIALIST London

Ove Arup & Partners is working on a growing number of projects covering communications, computer and information services for UK based businesses.

We now seek a specialist who will become involved in the broad range of communications and information technology work handled by the Practice, but who will be particularly active in the following fields:

- Communications, computing, dealing and information services for major financial institutions.
- Design & specification of digital PABX systems for voice and data.
- Interfacing of telephone, data, telex, electronic mail, word processing, teletext and telefax systems.
- Liaison with clients, carriers and major information providers on provision of communication links and services.
- Design and specification of telephone instruments and block cabling for buildings.
- Liaison within design teams on integration of telecommunications technology into modern "intelligence" buildings.

Applicants should possess a relevant qualification, and at least 2 years experience in the above fields. Familiarity with UK practice in the provision of communication systems would be an advantage.

The enthusiasm to interact with other engineering disciplines and ability to present complex ideas clearly and accurately to clients are considered important.

An attractive salary is offered and benefits include free life, accident and permanent health insurance, voluntary pension scheme and profit sharing.

Please write enclosing your c.v. and quoting Ref. 1E85/2, to Tom Henry, Personnel Director

OVE ARUP PARTNERSHIP
13 Fitzroy Street, London W1P 6BQ.



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The successful candidates can look forward to challenge within an organisation that recognises and rewards success.

The conditions of service are well above average and include a generous holiday allowance, excellent pension scheme and BUPA. For a confidential discussion contact our London office on 01-353 0881 or send your CV quoting reference S1/1010 to:-

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We wish to appoint an Executive Speechwriter to join our team in Paris, writing speeches, in English, for the President Directeur Général and senior executives of IBM Europe/Middle East/Africa Corporation. Your speeches will be delivered to internal and external audiences at board meetings, employee recognition events and at international conferences.

You will be required to carry through the whole production of a speech from original conception through research to presentation. You will work closely with the executive in preparing the outline and developing the appropriate form of the speech, including any visuals required.

To carry out these responsibilities calls for creative and intellectual ability of a high order. The successful candidate, man or woman, will have experience as a speechwriter or journalist and will have a good understanding of business principles. Some knowledge of economics and familiarity with the information technology industry would be an advantage.

Salary and benefits will be commensurate with the importance of the position. Please write, describing how you meet the requirements, to The Employment Department, IBM Europe, Tour Pascal, 22 Route de la Demi-Lune, 92 Puteaux, Paris. Preliminary interviews will be held in London in early November. Shortlisted candidates will be invited for a further interview in Paris.



Rugby Football Union

Applications are invited for appointment as secretary of the rugby football union in anticipation of the retirement of the present incumbent during 1986.

The main requirements for any applicant are adaptability, co-ordination and communicating skills as well as leadership as demonstrated by proven record of success in business, the professions or HM Services.

In view of the increasing importance of the commercial aspects of the union's activities, relevant experience in that field could be advantageous.

Close connections with the Rugby Union game and a feeling for its objectives and traditions are essential.

The salary scale would be commensurate with age and experience and will reflect the importance of this prestigious appointment. A car will be provided, a house is available if required and there is also an attractive non-contributory pension scheme.

Applicants in their forties to fifty-five age bracket should send a curriculum vitae and covering letter before the 31st of October 1985 to the President of The Rugby Football Union, Twickenham TW2 7RQ clearly marked RFU/S.

Civil Defence College

Tutors

This Home Office residential college is set in pleasant rural surroundings in Easingwold, North Yorkshire. The College is concerned with all aspects of instruction on civil defence. It runs seminars, study sessions and short specialist and general courses. Course members include councillors and senior officers from local government, officers from the Armed Forces, the Police and the Fire Service, and senior representatives from industry and the various voluntary organisations.

Candidates (normally aged at least 28) must have the personality and the ability to act as tutors running syndicates of about 8 people. Candidates must be able to express themselves clearly and concisely and be good public

speakers; they must also have a commitment to civil defence. Some experience in a teaching post would be an advantage as would a knowledge of the workings of local government.

Salary £9445-£12,590. Starting salary may be above the minimum. Promotion prospects. Some single and married accommodation may be available.

For further details and an application form (to be returned by 30 October 1985) write to Civil Service Commission, Alencon Link, Basingstoke, Hants, RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours). Please quote ref: G/6674.

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Home Office

EAST CUMBRIA HEALTH AUTHORITY

Unit General Managers

East Cumbria serves a population of 178,000 in Carlisle and the surrounding border and East Cumbria.

It has a revenue budget of £30m, a significant programme of developments and a committed staff. We aim to provide health services to match the best in the country and we are now seeking 3 unit general managers to manage the following units.

	Budget salary in region of
1. Acute Service Unit - including Cumberland Hospital (405 beds) and associated hospitals.	£13.9m £19,000
2. Mental Health Unit - including Carlisle Hospital (625 beds)	£5.5m £17,000
3. Community and Peripheral Hospital Unit - covering a large geographical area including hospitals, health centres and clinics	£4.8 £16,600

You will need the capacity to carry heavy responsibility, imaginative leadership, skill in the management of change, competence in the financial aspects of management, planning and management by objectives. You are likely to have a degree or professional qualification and a proven record of success, either in the public or private sector. Contracts will be for a fixed term of 3 years, renewable by mutual agreement.

Clinicians will be remunerated in accordance with HC(85)9. Salary for non NHS candidates subject to negotiation. Informal enquiries welcome by Tony Dalry, District General Manager, Tel (0228) 23444 ext 400. Application forms and further particulars from Personnel Officer, East Cumbria Health Authority, Cumberland Infirmary, Carlisle. Tel (0228) 23444 ext 640. Closing date for applications: Sat 2nd November, 1985.

HUNTER GROUP

Highly successful diverse group requires three new accountants to join their young and enthusiastic management

FINANCIAL MANAGERS SALARY c. £14,000

Excellent opportunities have arisen for two qualified accountants (ACA/ACCA) to control all financial and administrative functions of substantial and well established engineering divisions at Maidstone and Littlehampton. Reporting to the Executive Directors, the successful applicants' responsibilities will involve the preparation of accounts, budgets and cash flow forecasts, and an active involvement in the further development of computerised systems.

The ability to analyse and provide management information is of prime importance. Although not essential, the successful applicants are likely to be aged under 35, with a minimum of two years management experience, preferably in a manufacturing environment.

Please write or telephone for an application form to either:

Mrs. M. Apps,
Ozonair Engineering Company Ltd.,
Quarry Wood Industrial Estate,
London Road, Maidstone,
Kent. ME20 7NB.
Telephone 0692 77861

Mrs. C. Grant,
Greenwood Airvac,
P.O. Box 3,
Brookside Industrial Estate,
Rustington, West Sussex. BN16 3LH.
Telephone 0903 771031

PA TO FINANCIAL DIRECTOR SALARY c. £13,000

The holding company for the Group requires a young newly qualified ACA to join the small head office team.

Responsibilities will include consolidations of group budgets and management accounts, group cash flows, group insurance and pensions arrangements and involvement in computerisation of accounting systems.

The successful applicant will also become part of the Groups acquisition team. Please apply with CV to: Ronald H. Edmondson, Hunter International Limited, Quarry Wood Industrial Estate, London Road, Maidstone, Kent. ME20 7NW.

R&D STRATEGY FOR ARABLE CROPS, FORAGES AND SOIL

£18,365 - £24,290

The Chief Scientist's Group within the Ministry of Agriculture, Fisheries and Food is a small unit responsible for determining the Ministry's R&D programme for agriculture and horticulture, for commissioning and allocating funds to research and for providing wide-ranging scientific advice. There is a vacancy for a Scientific Liaison Officer who will be specifically concerned with R&D policy and related matters on arable crops, forage and soils. The appointee will have extensive contacts within the Ministry, with Headquarters and Research Institutes of the AFRC and other Research Councils, with Government and other interested parties. There is a need to visit research establishments to monitor project progress. This is an excellent opportunity for the

proven researcher in this field of work who has an interest in policy formulation to be involved in the determination of future R&D strategy. Advice on current knowledge and research will be sought of the SLO by both Government and external bodies, up to the highest levels. Applicants should have a good degree and experience in research and practical agriculture. An agronomic background, coupled with detailed knowledge of plant and soil science is desirable.

For further details and an application form (to be returned by 1 November 1985) write to Civil Service Commission, Alencon Link, Basingstoke, Hants RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours).

Please quote ref: S/6654.

Ministry of Agriculture, Fisheries and Food

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Applicants should have a minimum of five years' experience in trust administration. Trustee qualifications are a necessity. The posts to be filled offer a very attractive tax-free compensation package which includes allowances and annual return air fares for the Officer and dependants, pension plan, and medical and life insurances.

Preliminary interviews will be carried out in London and interested applicants should forward a full resumé of education and experience, which will be treated in the strictest confidence to:

Petur Stradling, Vice-President, Europe

RoyWest Trust Corporation

P.O. Box 110, 1000 Lansanne 13, Switzerland

The RoyWest Group is associated with National Westminster Bank PLC and the Royal Bank of Canada.

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PRECIOUS METALS DEALING

Our dealing room in Central London has a vacancy for a Trainee Assistant Dealer, age not over 20.

Numeracy is essential and 'A' level standard education is desirable.

Further information and application form from:

Henrietta Bale 01-430 2621

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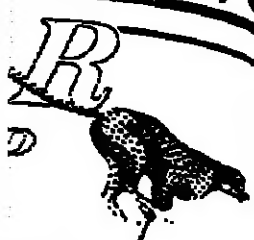
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Please write to The Managing Director, Associated Promotions Ltd, 30a Sackville Street, London, W1.

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Circa £16,000 pa

South London

Our client - an international engineering company - is looking for a management accountant to work with a small team in their business planning function. The successful candidate will be responsible for the preparation, co-ordination and monitoring of plans for nine separate operating divisions covering both service and construction activities. In addition, you will be involved in a large development project to expand the management information database.

This is a pro-active management accounting role involving a high level of contact with directors.



and senior line management and therefore demands a strong-willed, competent self-starter, preferably with experience in an engineering or construction environment.

If you feel you can meet this challenge, have a minimum of 2/3 years post ACMA/ACCA experience in the production of monthly management reports plus practical experience of micro-computers, ideally IBM with Lotus 1 2 3 Software, we would like to meet you.

In the first instance please contact our recruitment consultant, Ron Farr, on 01-491 7407 (day) or (0376) 62159 (evenings and weekends). Probe Management, 33 St. George's Street, London W1R 9FA.

NEW ISSUE SYNDICATION c£25,000

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The ideal individual should be able to demonstrate at least 3 years' experience in this field, including development of marketing initiatives and concepts, completion of documentation, syndicate construction and liaison with the trading desk. The role is therefore extremely wide, and the prospects for advancement significant. The individual would only be limited by personal potential. Remuneration will reflect the ability of the individual, plus the customary range of bank benefits.

Interested candidates should send a CV in confidence to:-

**ROGER PARKER
ORGANISATION**

65, London Wall, London EC2 5NT
01-588 2580

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□ productivity improvement programmes;

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You will ideally be educated to degree level and have a minimum of 5 years' experience in your profession. You will be able to express your ideas clearly and command the respect of those whom you must influence. Preference will be given to those who can demonstrate a sound knowledge of banking operations and an awareness of developments in information technology, including telecommunications.

Please write with details of your background and experience to date to: ALAN BEAZLEY, PERSONNEL MANAGER, PO BOX 81, 84-94 QUEEN VICTORIA STREET, LONDON EC4P 4LX.



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Tel: Graham Hooper on 01-404 5766
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Required for established Edinburgh Educational Group consisting of further Education and Secretarial College and School of English. The successful candidate should be a self-starter, trained in marketing, fluent in at least 2 languages and prepared to travel worldwide.

For further details send s.a.s. to:
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EDINBURGH EH3 6QE

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The person appointed will be dealing with Teachers' and Members' records (on computer) and involved in setting up the Academy's global Registration System. Knowledge of Chinese or Japanese an advantage.

Salary approx. £7,500.

Apply in writing to Special Projects Director, Royal Academy of Dancing, 48 Viceroy Crescent, London SW11 3LT.

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01-629 4396/5149

to arrange an interview

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We will give you excellent training, consisting of a 3 year sandwich course spent both at sea and at colleges ashore. And on successful completion you'll have the prospect of becoming a fully qualified officer, commanding a starting salary of over £9,000.

A figure that will rise to well over £20,000 if you become a Captain or Chief Engineer.

Additionally, we will offer you generous leave

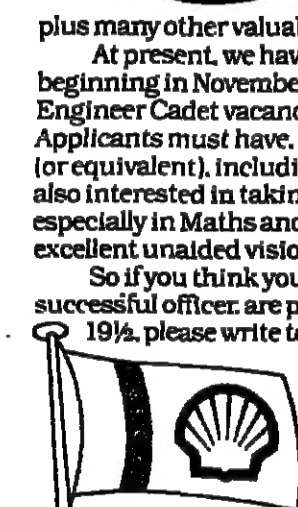
plus many other valuable benefits.

At present, we have vacancies for Deck Cadets on courses beginning in November 1985, together with further Deck and Engineer Cadet vacancies commencing September 1986.

Applicants must have, or expect to obtain, at least 5 "O" levels (or equivalent), including Maths, Physics and English. We are also interested in taking aboard more people with "A" levels - especially in Maths and Physics. (Deck Cadets must also have excellent unaided vision).

So if you think you have the qualities to become a successful officer, are physically fit, and aged between 16 and 19½, please write to the address below enclosing a C.V.

Head of Recruitment & Training (T/1),
Shell Tankers (UK) Limited, STP/31,
Shell Centre,
London SE1 7PQ.



APPLICATION ENGINEER

We are currently looking for a Senior Applications Engineer with sound knowledge of Applications micro. Applicants will need to have a minimum of 3 years experience in microprocessor based systems design, preferably with a working knowledge of Intel 8086 equipment and PLM or equivalent high level language.

In providing technical support for our Sales Department, our Applications Engineers take responsibility for the generation of all proposals both from a technical and commercial point of view. It is essential therefore that applicants have a good commercial understanding and an ability to interpret and negotiate effectively with both client and supplier.

The position offers a salary up to £115,000 per annum, travel opportunities in the UK and abroad and good career prospects in an expanding Company, 4½ weeks holiday and a "portable" pension scheme.

Apply in writing to:-

Mrs Y Moore

Personnel/Administration Manager

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& Deer Park Road

Merton

London SW19 3TU

or telephone Mrs J Simpson on 01 543 1241 for an application form.



I.C.M.C.

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The successful candidate will be over 25, well organised with general knowledge, with the will power to succeed, with the power to succeed and able to negotiate at a Senior level. Comprehensive training will be given. As a Delegate Consultant, you are expected to develop business with these companies. These positions offer a high income with all possibilities of promotion. To apply, telephone Robert Collins on 01-541 5171 or write in confidence with C.V. to:

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Universal House, 56-58 Clarence Street, Kingston-upon-Thames,
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01-580 2612

14 Gt. Castle Street,
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01-630 9606

14 Glen House,
Stag Place, SW1.

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BANKING & ACCOUNTANCY

Playing the freelance game

One sure sign that an area of business activity is on the up and up is when the Inland Revenue produces a guidance note about it. This has just happened to freelancing, the subject of leaflet IR 56: Tax - Employed or Self-Employed? The point at issue is under what circumstances a freelance worker can legitimately claim to be self-employed and assessed under Schedule D; and conversely, what relationships are in reality a form of contract employment, where the employer should be deducting PAYE at source.

From a tax point of view, the chief criteria for genuine freelance status are that you work concurrently for a number of businesses; that you are free to determine your own hours, methods and place of work; that you provide your own equipment; and that you are responsible for correcting your own mistakes at no extra cost to the client.

All this helps to produce a definition of freelancing beyond the rather dismissive one in *Chambers Dictionary*: "an unattached job, a politician etc." In fact, it is much more widespread than that. The professions, in effect, operate as freelancers and so do many performers in the arts and entertainment.

In recent years an increasing number of workers with special skills that are not recognized within

Godfrey Golzen
looks at the various
problems facing
the self-employed
and how to cope
with them

former category and could not, therefore, be put out to freelancers.

But when publishers were forced to do that during the slump of the early 1980s it turned out that it was more effective to pay outside people for work done than to have editors on the payroll. Even though publishers are prospering, many are keeping their options open by continuing this practice.

Other industries have been taking a hard look at in-house functions which are periodically essential, but for which there is not enough of a continuing demand within an organization to justify keeping on permanent staff. Business services are a case in point - graphic design, public relations, or indeed anything that is not a core function for the firm in question. Often such activities, though uneconomic for a single employer, can be highly profitable for a freelance serving a number of clients - particularly when they are not loaded with big company overheads.

A lot of freelancers start by working for their previous employer on such a basis, and it is certainly good to have an assured source of income to begin with - not only for financial reasons, but because regular contact with an office of some kind can help to overcome the sense of isolation which many self-employed people feel, especially if they have been used to working with others.

At the same time, the temptation to hang on to nurse for fear of finding something worse has to be resisted. If you are too dependent on one source of work, a change of staff or policy there can be disastrous - apart from the tax implications already referred to.

But the problem freelancers have is to continue doing one job while looking for the next one. Unless you can manage to plan things at least one jump ahead you are apt to be over-committed, over-worked or in a perpetual state of feast and famine,

with the spectre of the latter standing over you as soon as an assignment is finished.

Having a regular contract with a firm gives you breathing space to plan work systematically, but for those starting up, the Enterprise Allowance achieves the same object. The condition is that you should have been out of work for at least 13 weeks, have £1,000 of your own money to invest in a viable proposition - most forms of freelancing should qualify - and are prepared to work at it full time if accepted (apply through your Job Centre), you get £40 of government money for the first 52 weeks.

The other initial difficulty freelancers have is knowing how much to charge. Ideally, fees should reflect that you are making your own provisions for all the benefits (like holidays) employees take for granted. In practice they seldom do so and there are still few occupations where recommended rates exist.

It is worth finding out what other freelancers are charging because employers at least use going rates as a guideline, even if they do not recognize them. If you are left to your own devices, the basis of fees should not be full-time employees' salaries, but what it costs employers to have them on the payroll, which is generally taken to be twice the actual salary.

**Most are finding it
easy to get work**

The fact that freelance rates are often lower than they should be is part of the wider problem. Learning to run the "flexible firm" is still in its infancy as a management skill. This is particularly evident in the briefing process. Learning to communicate your wish and intentions to someone with whom you are only in contact intermittently is even more difficult than delegating, which few people are good at.

For this reason it is in the interests of both parties that there should be a written brief, setting out what has to be done, by whom, within what time span and for what payment. If the client does not produce such a document, the freelance should do so.

Although freelancing transfers the uncertainty factor which governs today's economic conditions from the employer to the self-employed member of the flexible firm, few freelancers would want to go back to an orthodox job, and most are finding it easy to get work. In recent years people have got used to changing their jobs several times in the course of their career. It may well be that freelancing is a logical extension of that trend.

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Telephone: 01-404 0344

HOARE
GOVETT

PUBLIC APPOINTMENTS

☎ 01-278 9161/5

The Association for Information Management
INFORMATION SPECIALIST/S

Applications are invited for the new posts of Information Specialist within ASIB's newly formed Information Resources Centre, from 1 January 1986.

The Information Specialist/s will form part of a team providing a high quality added-value information and advice service to ASIB staff and members, the Library and Information Resources profession and other enquirers.

The successful candidate/s should have specialist knowledge and expertise in at least one of the following subject areas:-

- Management of library and information resources
- Automation of information systems
- Software for use in library and information services
- Online information retrieval
- Modern library and information science techniques

They should have practical experience relevant to their particular subject area, as well as experience in information and advice work.

The Information Specialist/s must be able to work well as a member of a team and be self-motivated, with a minimum supervision. Good written and oral communication skills are essential.

The salary offered will depend on demonstrated ability and experience but will be on a scale from £11,190 - £12,885 p.a.

Written applications with CV and names of two referees should be sent to: Dr D.A. Lewis, Director, ASIB, The Association for Information Management, 26/27 Bowdell Street, London WC1N 3JZ

Closing date: Thursday 31 October 1985.

GENERAL APPOINTMENTS

☎ Trade 01-278 9161/5

ELECTRICAL
ENGINEER

Overseas Operations

Guinness Brewing Worldwide encompasses Brewing operations in over twenty countries outside Europe, including eight Guinness Breweries. We are looking for a well qualified Electrical Engineer to join our HQ team in Guinness BrewTech whose prime role is to assist overseas brewing operations with any major operational problems.

Apart from good engineering qualifications (ideally C.Eng.) candidates should have experience of HT and LT distribution and generation and process control in the food, brewing, or allied industries. Good experience of computer controlled maintenance systems would be particularly useful.

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Please send full personal details or telephone for an application form to:

Andy Lynn, Guinness Brewing Worldwide, Park Royal Brewery, Park Royal, London NW10 7RR. Telephone No. 01-965 7700 (Ext. 3845).

GUINNESS

Guinness Brewing Worldwide
Park Royal Brewery, London NW10 7RR.

PUBLIC APPOINTMENTS

SURREY MAGISTRATES' COURTS COMMITTEE

LORD CHANCELLOR'S ADVISORY COMMITTEES FOR SURREY

APPOINTMENT OF CLERK TO THE COMMITTEE

AND SECRETARY TO THE

LORD CHANCELLOR'S ADVISORY COMMITTEES

The present holder of the above offices retires in March, 1986 and the Committees invite applications for this appointment from candidates of relevant experience and proven administrative ability. The administrative duties of the Clerk to the Committees will be to assist the Committees in the discharge of their duties. The Committees have a population of 1,011,800. There are 400 magistrates in the county serving 10 Petty Sessions Divisions with 11 courthouses and a total staff of about 200. The Clerk to the Committees' Courts Committee holds appointment also as Magistrates' Training Officer and Honorary Secretary of the Surrey Magistrates' Society and is responsible for running the Committee's office. The Secretary to the Lord Chancellor's Advisory Committees is responsible to Her Majesty's Lord Lieutenant for the work of the Advisory Committees on the appointment of Justices of the Peace and General Commissioners of Income Tax. Further information concerning the duties attaching to the post, conditions of service and salary will be forwarded on request. Applications with details of previous appointments, qualifications, administrative experience, age and names of two referees should be addressed to the Clerk of the Magistrates' Courts Committee marked "Confidential" - Clerk to the Surrey Magistrates' Courts Committee, to arrive not later than 24th October, 1985. Westgate House, 51 High Street, Esher, Surrey. KT10 9RQ.

Unit
General Managers

The Wycombe District set in the Chiltern Hills is looking for three senior managers who will each have personal responsibility for a Unit's efficient and effective performance and who will join the Senior Management Group. They need a proven record of success in the public or private sector managing a large multi-disciplinary workforce.

Unit	Staff	Budget £m	Salary range
Wycombe (General Hospital and Midwifery Services)	1160	12.6	£19,000-£25,000
Aylesham (General Hospital)	390	4.4	£15,900-£21,900
Community and District Services	490	5.4	£17,250-£23,250

The strategy approved for the next ten years provides for the District having the highest rate of growth of hospital-based and community services within the Oxford Region.

The appointments will be for a fixed term, renewable by agreement. Salary for clinicians will be in accordance with HC(85)9.

Roy Darby, District General Manager, will be pleased to discuss the posts informally on High Wycombe (0494) 26161 ext 213. Further information and details of how to apply available from District Personnel Department (ext 201) at Oakgrove, Strawberry Road, High Wycombe, Bucks. HP13 6PS. Closing date for applications: 25th October, 1985.

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Additional responsibilities will include the preparation of statutory accounts to U.S. and European standards, maintenance of a fixed assets register and working with computerised systems (BIM Mainframe) producing various management reports. Training on in-house systems will be given.

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